AUNTIE SUE AND UNCLE BOB
USED JOB SHACK
THE ORIGINAL DAILY JOB BOOK OF REAL JOBS FOR REAL WORKING PEOPLE
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E-BOOK EDITION
PUBLISHED EVERY TUESDAY, WEDNESDAY, THURSDAY & SOME FRIDAY SPECIAL EDITIONS

PRO EM
EMPLOYMENT OPPORTUNITIES

PRO-EM DOES ASU FOOTBALL

NOW HIRING!

SEE INSIDE FOR MORE DETAILS

JULY 17TH
PRO EM
JOB FAIR
HIRING EVENT

Bring Friends and Family

PRO EM is having its 2015 Job Fair – Hiring Event on Friday 07-17-2015. Please bring family and friends that want to be part of the PRO EM team.

PRO EM
PARTY & EVENT RENTALS

4:00 p.m. to 7:00 p.m.
PRO EM Training Room

Let's start the hiring process today

Earn extra cash

ASU is around the corner

Ask about the Incentive Program

PRO EM
1450 E Grant Street
Phoenix, AZ 85034

www.proem.org

7-17-15
4:00 p.m. - 7:00 p.m.

LOOKING FOR WORK?

Hey Camper, hold on here and let us tell you about a sweet deal if you like College Football.

Pro-EM does ASU Football and other sports events at ASU-TEMPE. Come join the excitement and the party at Sun Devil Stadium. They will need a small army of staff to run ticket taking, ushering and if you qualify, they will train you to be a security guard. Pro-EM is an events management company (so don't be asking them about a full-time gig) but, if you are free on Saturday Nights this Fall, you would be square not to be in a Pro-EM Polo Shirt.

EMPLOYMENT APPLICATION: If you are interested in applying for a position at PRO EM, please fill out this application online and a member of our Human Resources staff will contact you. (**SEE BELOW TIPSTER**)

http://www.proem.org/employment-application.html

Like ASU Football?

These are the guys to see if you want to be at the games and get paid...sounds pretty good to me...best job to get is an Usher (you see the whole game)...

They have always been very Veteran Friendly...

Their security guard training is first rate and the training is free ($100 value because it is turnkey...they process the paperwork for you...)...Great PT gig...!

Security Guard Training

Note: Training is FREE but, you still need the $72 for the processing of the AZDPS Guard Card...But, they do the photos, fingerprints and the 8 hours of required training for free ($100 value). Training is on Saturdays (full day)...

Usher Training

Ushers/ticket takers/traffic requires no certification and **background issues are handled on "don't tell me and I can hire you..."**

SALARIES:

Security Guard Salary: $10-12/hr.

Ushers/ticket takers: $8-9/HR.

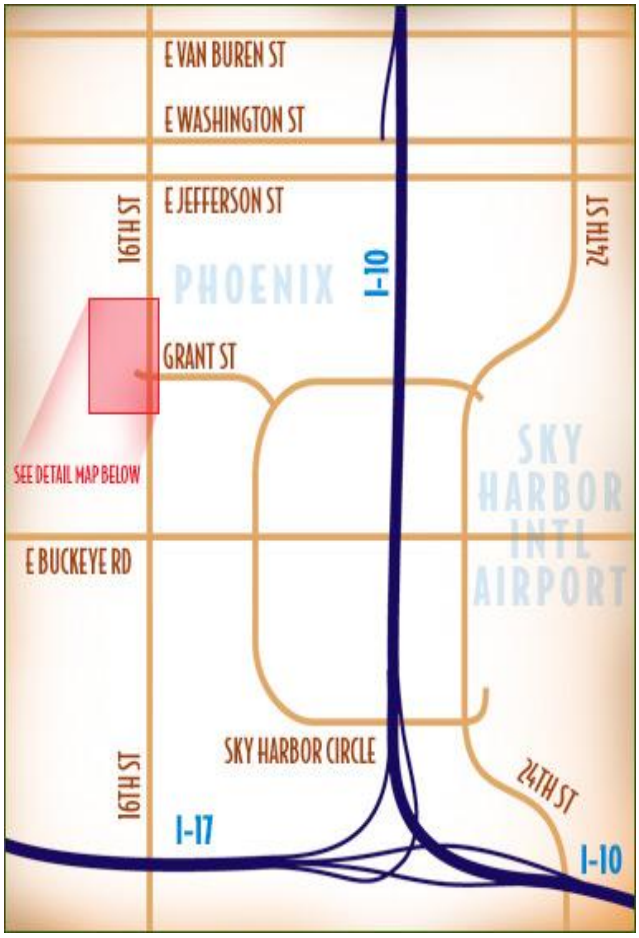
Note: They have many other event besides ASU Football...you book yourself to the events you want to do...work as much or as little as you want...But, remember, if there is no event then there is no work...you can't pay the rent with this job but, it is a good, exciting gig that will put some holiday money in your pocket.

We see ya thinking…

I SHOULD GO TO THE JOB FAIR?

Well, being able to go to the ASU football Games, watch them and get paid is not a bad deal…in fact it is a great part-time gig if ya love college football and to get paid is a great deal. We know more than a few of ya would work for free to get in to the games but, we promise not to let the employer know…hey, this is Arizona!
The next concern you have is about the job fair and you are willing to bet us that the lines will be long…we hear ya thinking that you ain't got a chance.
Well Campers! If we had a way that you could beat the long lines on the 17th and could be in a line of one, would you be interested? In fact, we have been there and done that and we can teach you the trick to. Are you interested? If you are…keep reading…

TIPSTER: If you are a card carrying UMOM Camper, fill out the application and then go down (**SAME DAY**) to their office @ 16th Street and Grant (1450 E. Grant St.) and start you conversation: "I live here in the neighborhood at UMOM (on the light rail) and I love ASU Football, I hear tell you are the guys are going to be hiring for the ASU Football Games this fall…would someone have time to talk to me?"



<u>DO NOT GO INTO THE MAIN OFFICE</u> on the north side.
Use the double door on the long warehouse building (middle part of the building).

Not from UMOM? Sorry Charlie!!!

LIVE ON THE EDGE…MAKE A DIFFERENCE…

Job growth in this field is expected to be faster than average for all jobs. Emergencies and an aging population will continue to drive demand for this occupation. For information about careers in your area of study, visit O*NET OnLine for detailed job descriptions, education requirements, wage and employment trend information.

PHOENIX COLLEGE

Emergency Medical Technology

http://www.phoenixcollege.edu/academics/programs/emergency-medical-technology

WALK IN AND GET A JOB!!!

JOBS START THIS WEEK AND NEXT!

Location: 2113 S. 48TH ST. Tempe, AZ 85282

EASTRIDGE IS HIRING FOR SKILLED AND UNSKILLED LABOR POSITIONS, CARPENTERS, ELECTRICIANS AND MORE! PROJECTS ARE VALLEYWIDE AND STATEWIDE.

- MUST have RECENT CONSTRUCTION experience with verifiable work history.
- MUST have all TOOLS for your trade
- **MUST PASS a background check and drug screen**.
- MUST be reliable and punctual.

BRING WITH YOU:

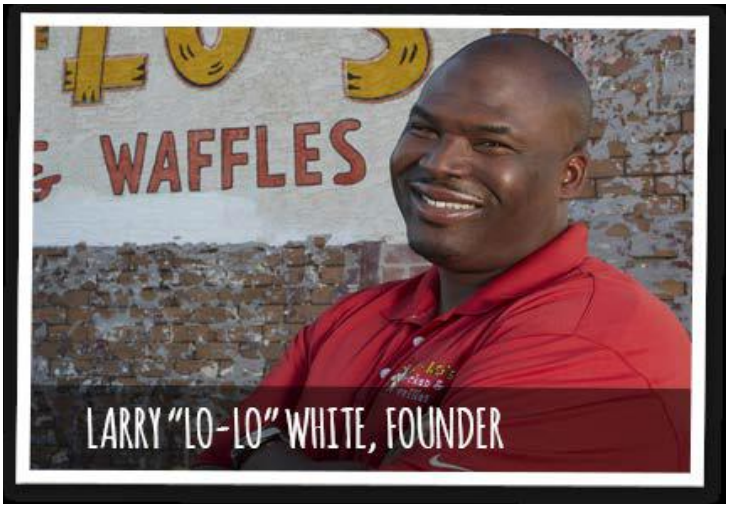
- IDs
- WORK REFERENCES (Names & Numbers of previous employers)
- CERTIFICATIONS (When applicable, i.e. OSHA Cards, Equipment Certs, First Aid)

Compensation: $8.25-$23 DOE

HIRING ALL POSITIONS NOW

If you've got an appreciation for delicious food and a love for people, Lo-Lo's may just have a spot for you! As the Lo-Lo's family grows across the country, so too do our employment opportunities. We are often looking for servers, hosts, kitchen staff, and management.

If you're interested in joining the Lo-Lo's crew, please fill out our employment request form below or stop in at your local Lo-Lo's location and fill out an application.



http://loloschickenandwaffles.com/about-lo-los/careers/

GILBERT
366 N. Gilbert Rd Gilbert, AZ 85234
(480) 207-6173

PHOENIX
1220 S. Central Ave Phoenix, AZ 85004
(602) 340-1304

SCOTTSDALE
3133 N. Scottsdale Rd Phoenix, AZ 85257
(480) 945-1920

DOWNLOAD THE GILBERT MENU:
(STUDY THIS BEFORE YOU GO)
http://loloschickenandwaffles.com/wp-content/uploads/2014/08/LoLos-Menu-AZ.pdf
http://loloschickenandwaffles.com/about-lo-los/careers/

WANT TO WORK HERE? BETTER WATCH THIS!

http://loloschickenandwaffles.com/news/the-lowdown-on-lo-los/

Lo-Lo's owner, Larry White reflects on the beginnings and present-day facets of Lo-Lo's Chicken & Waffles in Arizona's 50 Best Restaurants.

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FOR A GUEST VIEW OF THE CHAIN: www.yelp.com

YOU GET ONE SHOT AT THIS!

Since you ain't walking in the door and being able to impress them with your "A" Game, you need to take time with the application to do it correctly, neatly and make sure that you are hitting all of the points (skills/abilities) that they are seeking.

Before you start cutting-N-pasting your Killer Resume into the application, take step back and do your research to find out who they want inside of your bragging about who you are.

This job requires more soft skills (people skills) than it does professional skills. They will hire based upon availability and your commitment to working for them. Skills are further down the list.

Watch the video to see what kind of people they are, what they believe in and why they do what they do. This is important because it will tell you if you belong there.

Seriously, they are very proud of who they are and what they have achieved.

This is a company that has the potential to grow and you might be on the ground floor of a career opportunity.

You should know their history, talk about their potential and explain why you want to be a part of it.

If you can't, won't or you see this as just another dead-end job and you are here only because Burger King turned you down; then, you are at the wrong career stop and you need to look elsewhere as they will see right through you.

We say this because we would hate for them to hurt your feelings and reject you!

YOU WILL NEED TO SUCCESSFULLY DO THIS APPLICATION:

FOR THE APPLICATION KEYWORDS-SKILLS: http://www.onetonline.org/

What is it like working at DHL?

As the world's leading logistics company, DHL provides a diverse range of exciting job challenges around the globe that give you the opportunity to learn and develop yourself. We continuously encourage you to broaden your horizons and we respect your contribution to our common success.

Learn more about the opportunities we offer you at DHL.

http://www.dhl.com/en/about_us/company_portrait/our_organization.html

http://www.dhl.com/en/careers/jobs.html

Discover more about our company, our jobs, get a feeling of our culture and meet some of our employees around the world.

Our Culture - Growth, Impact & Pride. Welcome to DHL.

At DHL, we have a lot to be proud of. The satisfaction of more than 8 million customers worldwide, the contribution we make through corporate responsibility programs and our strong, global community. But what we are most proud of is the fact, that our employees can make a difference every day.

http://www.dhl.com/en/careers/working_at_dhl/our_culture.html

COMPANY BENEFITS INCLUDE: On-site gym - On-site cafeteria - Monthly incentive plan - Excellent Medical/Dental package - Fun events and activities - Career advancement – **LOCATED NEXT TO LIGHT RAIL**

Customer Service Advisors

Ref: req13026. DHL currently has openings for Customer Service Advisors located at our Customer Resource Center in Tempe, AZ. You will be responsible for providing superior customer service to our DHL Express global customers.

Per Elizabeth, one of our recent hires:

"As a new employee to this organization I walked in feeling confident that I was becoming a part of a company that took great interest in its employees and pride in what they do. Training was a fun driven and exciting environment. The activities we participated in as a group kept things interesting. The trainer was very patient, knowledgeable, and encouraging. There was a great deal of information to learn during the 5 week training course. Overall, my DHL experience has been great and I am excited to begin a career path within the company."

Requirements: HS diploma or GED required. High level of Computer Skills proficiency. Customer Service Experience. 1-3 years of Inbound Call Center or similar experience.

Please note a resume is required to apply for all DHL positions. If you do not have a resume readily available, please visit: http://dhl-resumebuilder.com.

This program will work on both Windows and Mac operating systems.

https://dpdhl.csod.com/ats/careersite/JobDetails.aspx?id=13026

NEED A QUICK AND DIRTY RESUME RIGHT NOW? WELL…HERE YOU GO…FILL IN THE BLANKS AND IN MINUTES YOU HAVE A RESUME. BETTER GO TO ONET FIRST TO GET THE HARD/SOFT SKILLS TO FILL IN THOSE BLANKS…IT IS FREE!

http://dhl-resumebuilder.com.

APPLICATION TIPS FROM DHL

The perfect application – really easy!

Whether you apply online or by mail: Your application is always the key to a successful career change. The application – including the cover letter and letters of reference – is initially the only thing your potential employer knows about you. Consequently, your application should be done in a way that gives the reader a good idea about your qualifications and interests.

Every application is something special and personal. However, an application should definitely fulfill three requirements: It must be orderly. It must be well-structured, and it must be complete.
"Orderly" means that you should carefully check your text for phrasing and spelling mistakes! If you don't apply online, you should pay attention to the material you are mailing. Wrinkled or sticky paper won't impress anyone!
"Well-structured" means that your cover letter should concisely provide the most important information: Which position are you applying for? Why are you interested in the job, and what are your expectations? And why are you especially qualified for the job? Your resume should be written in a tabular form, beginning with your latest employer.
"Complete" means that an application includes a cover letter, a resume and important letters of recommendation.

Tip: Give your application a personal touch

Feel free to mention your hobbies and personal interests in your resume! We want to get an idea about you as an employee and a person – that requires more than just your professional qualifications.
Include a "letter of motivation" in your application: Why would you like to work at our company? How would the company profit from your employment? Which of your skills do you consider especially useful for the job you are applying for? Such a letter also gives you a solid basis for a future interview.

Job interview

Arriving well-prepared for an interview

If you have been invited to an interview, you have already overcome a big hurdle on your way to a new job: We think your application is so interesting that we would like to get to know you better. The interview is a great opportunity to present your own interests and skills.

The steps of a job interview at DHL

At the companies of DHL, an interview usually lasts between 30 and 60 minutes. Normally, an employee from the department for which you have applied attends the interview along with someone from the personnel department who leads the interview.

The interview begins with questions about your resume, which you sent us as part of your application. The interview gives you the opportunity to describe in detail stages in your professional career that were particularly important for you. Afterward, you will be asked about your professional experience: What were your responsibilities and what did you enjoy about them? What are your strengths? Why are you especially qualified for the job? We would like to find out whether your skills and interests fit well with the demands of the job and whether you would contribute to the company's success.

Preparation is half the battle

How do you prepare for such questions? It's easy: You should know both your employer and the job requirements very well. The pertinent information is on the website and in the job advertisement. Friends and acquaintances who already know the company are also good sources of information.
As an applicant, you will probably have a lot of questions about DHL. Our tip: Write down all the questions that you couldn't answer during your research – and bring them to the interview! Don't be afraid to ask questions about salary, vacation, professional training and advancement opportunities. By arriving well-prepared, you will already have realistic expectations regarding these topics.

Just as individual as your career path

In the interview, we also consider your current situation: Someone who is applying for an apprenticeship does not have work experience. Therefore, we ask the applicant about his or her favorite school subjects and hobbies. The goal remains the same: We would like to get an idea of your abilities and preferences so that the job and employee fit well.
Don't forget: You're not the only one who wants to show your best side – we do, too! And because of the invitation to the interview, you already know that we would like to have you as a new employee. Good luck!
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HERE IS WHAT THEIR EMPLOYEES SAY

Great Organization - Really takes care of the employees

Current Employee: Great Atmosphere of people that I can truly call friends. Recognition - The Employee of the Year program is a phenomenal program that recognizes the best of DHL Commitment to Making a Difference.

Current Employee: Overall good place to work and gained a lot of knowledge of international delivery.

Current Employee: You can grow as fast as you want, you will learn a lot in a little time if you put attention to the details, you will know a lot of people from different areas and constantly get involved in challenging projects…

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CUSTOMER SERVICE INSIDE SALES REP

CALL 602-864-0074 FOR INTERVIEW

Immediate openings for Customer Sales Service Representatives

NOT A SALES JOB – BUSNESS – to – BUSINESS Account Management.

Neutron, an industrial chemical specialty manufacturer, will train the right person even though an individual may not have prior sales experience. What we are looking for are individuals with high energy and a clear speaking voice. You need to like working with people as you will be interacting with small to medium sized businesses across the country. You will be trained on our product line and on selling skills as you will assist customers nationally from our Phoenix office. Great verbal and written communication skills Basic computer Good presentation skills Self-directed, high energy, organized Able to multitask.

NEUTRON INDUSTRIES

Div. Of State Industrial Products
7103 North Black Canyon Hwy Phoenix, AZ

NOTE: NO COMPUTER OR ID THEFT OR SO's as there is a day care center on campus. OTHERWISE, YOU ARE GOOD TO GO.

Hours are Monday - Friday, 6:30 AM to 3:00 PM. No weekends or evenings. If you want to work in a great team environment come join our growing company. We offer great benefits including medical, dental, 401K and tuition reimbursement. Mon-Thurs 6:00 AM - 11:00 AM; Fri 6:00 AM - 10:00 AM.

SPEED UP THE PROCESS BY WALKING-IN

SPECIAL APPRENTICESHIP INSERT

YOUR FUTURE SHOULD NOT BE A BRIDGE TO NOWHERE

WITT
WOMEN IN TRADES TRAINING

INVEST IN YOUR BUSINESS.
SPONSOR A WOMAN APPRENTICE.

In a recent trade journal survey, the western states can expect as early as 2015 to face a skilled labor shortage of at least

160,000

APPROXIMATELY **50%** OF THE POPULATION IS MADE UP OF WOMEN

BUT ONLY **10%** OF APPRENTICES ARE WOMEN

The reality is that we had already lost a middle generation of skilled trade's workers with the collapse of the real estate market especial here in the western states where they were forced to move on to new fields, careers and a different life style because of the collapse of the market and are not willing to take another roll of the dice with the future of their families…been there and done that. To add to this mess, we are now losing our older generation of seasoned, journey level workers who are bumping into the retirement of the baby boom generation and there is not enough of the youngest generation to fill their boots.

The savior of the industry or so we are told is its long term commitment to apprenticeship programs to groom the new generation to stop the decline or so we thought until we started looking into these new apprenticeship programs.

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E-BOOK EDITION

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These new generation of apprenticeship trainings are not your or mine and definitely not our dad's programs. The days of being able to pass an 8th grade math test, have a GED and desire are gone…

Every day, thousands of women play a critical role in making the United Brotherhood of Carpenters and Joiners of America the best union in North America.

UBC women are in every area of the trade and the union: as foremen, superintendents and lead instructors; on the staff of Councils and locals; and, of course, on jobsites—as carpenters on all kinds of projects, millwrights fine-tuning turbines, pile drivers, floor layers, and mill-cab and industrial workers.

Sisters are indeed helping to build Today's UBC.

Sisters in the Brotherhood supports female members by providing assistance in obtaining craft training and leadership skills; by being advocates on women issues; and by mentoring new members and even potential members.

SIB conferences offer opportunities to network and participate in workshops that expose women to UBC history and develop skills to become more active within the union. SIB events, meetings, and resources, both local and online, offer substantive support for women members in every Council.

SIB encourages women to participate in training, develop their skills and job performance, and value productivity and leadership. With those efforts, today's Sisters in the Brotherhood is building a better trade and a stronger, more effective UBC.

Learn more here and via your local SIB committees.

http://www.ubcsisters.org/

Emily Golnazarian – Ambridge, Pennsylvania (Local 2274).
"If you want stability, if you want a future, if you want a career, then you should definitely, 100 percent go for it." That's the advice Emily Golnazarian has for any female military veteran who is considering a career as a union carpenter. And her emphasis is on the word "union." A former marine who found work for seven years as a non-union carpenter in framing houses, Emily was forced to look for another job when the failing economy caused her to be laid off.

"I was always advised to join the union, but I was loyal to my boss. I didn't want to leave him," she said. "But I did some research online and found Helmets to Hardhats, and I joined the carpenters union. It's the best thing I ever did."

A first-year apprentice with Local 2274 out of Ambridge, Pennsylvania, Emily has been steadily employed since becoming a sister in the United Brotherhood of Carpenters. Her work spans from heavy highway on a large bridge project in Pittsburgh, to interior systems work in a suburban high school.

In the short first year of her UBC career, Emily says her quality of life has already increased. "I made $15 an hour for seven years with no benefits. The only way to make a good living non-union is to own your own company. Being with the UBC I also like the stability and training. The upgrade classes really open doors to a lot of opportunities."

Emily's "can do" attitude and solid skills on the jobsite have earned her the attention of her employer, Mascaro Construction – a large and established contractor in Pittsburgh. And that's just fine with her, since her goal is to be a foreman or superintendent someday. "I was asked to meet with the owner of the company, and was told they thought well of the job I was doing," Emily recalls.

Phoenix Training Center

4547 W. McDowell Road, Suite 5, Phoenix, AZ 85035 US **Phone:** (602) 352-6800 **Fax:** (602) 269-0268
Email: phoenix@swctf.org **Web:** http://www.swctf.org

Good Morning,
Please post the following notice regarding open applications for the Carpenters Apprenticeship program.
If you have any questions regarding this email please do not hesitate to contact me.
Thanks,
Teresa Murphree-Goetz, Office Manager
Southwest Carpenters Training Fund
4547 W. McDowell, Suite 5, Phoenix, AZ 85035
602-272-6547
==========

Apprenticeship Qualifying and Selection Procedure

Equal Employment Opportunity Pledge

The recruitment, selection, employment and training of apprentices by the Arizona Carpenters Apprenticeship and Training Program shall be without discrimination because of race, color, religion, national origin or sex. The Arizona Carpenters Apprenticeship and Training Program will take affirmative action to provide Equal Opportunity in Apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30, as amended.

Application Locations

Applications are accepted year round from all qualified applicants at the following locations and times.
Carpenters Local 408
4547 W. McDowell, Phoenix, Arizona 85035 - 602-484-0444
Applications accepted Mondays and Friday 7:30 AM - 4:00 PM.
Southern Arizona Carpenters Local 408
3985 N. Benan Venture Dr. Tucson, Arizona 85705 - 520-624-5551
Applications accepted on Monday and Friday from 7:30 AM- 4:00 PM.
Millwright Local 1607
4547 W. McDowell, Phoenix, Arizona 85035 - 602-272-2195
Applications accepted on Monday and Friday from 7:30 AM - 4:00 PM.
Arizona Drywall/Lather 1506
4547 W. McDowell, Suite 5, Phoenix, Arizona 85035 - 602-643-1506

Applications accepted Mondays and Wednesdays 7:00 AM - 2:00 PM or by appointment.

Minimum Qualifications and Application Procedure

A. Applicants for apprenticeship positions must be a minimum of eighteen (18) years of age.

Applicants may be required to submit documentation, which verifies this requirement.

Applicants must fill out an application form provided by the union hall.

The union hall shall hold all applications in confidence. No names, addresses or phone numbers will be made public without the applicant's prior, written, approval.

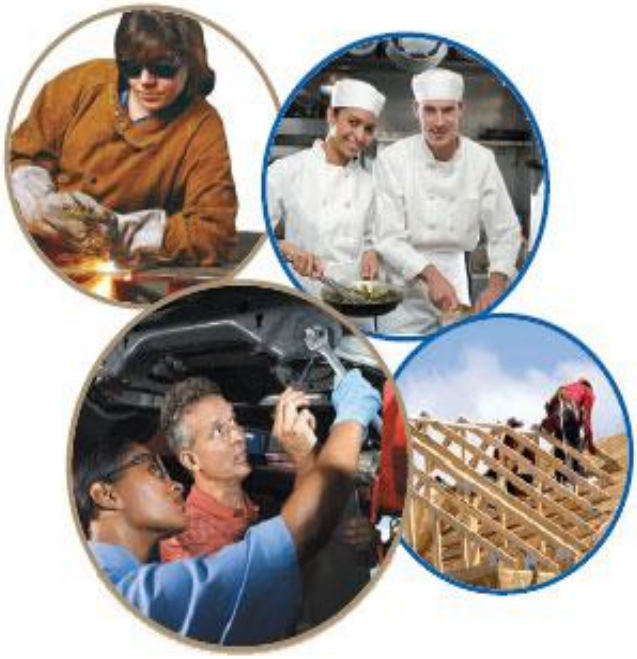
All applicants must be United States citizens or have proper Immigration and Naturalization Service papers for working in the United States.

Applicants must complete an interview at the time of application.

Applicants must have a sufficient educational understanding to take related instruction training classes, understand safety regulations, and follow written and oral instructions. A high school diploma or GED is not required for admission into the program, but it is preferred that an applicant has completed high school or obtained a GED.

Within the guidelines of the American Disabilities Act, all applicants must be physically capable of performing the work of the craft.

Applicants must have an oral interview with a business agent of the program to which they are applying



APPRENTICESHIPS FOR EVERY FIELD

According to the Arizona's Department of Education, there are over 450 apprenticeship programs that are officially recognized and accredited. The come in almost every field from the traditional building trades, to bakers and cooks all the way to (seriously) candlestick makers and elevator repair techs. There are many more unaccredited programs that are offered in the community but they come with the risk of substandard training and the inability to take their certificate to another company, industry or state. The Department of Education has issued continual warnings that you need to be a smart consumer and not waste 4 years on a worthless journey level certificate.

For a complete list of accredited programs:

https://www.azdes.gov/landing.aspx?id=10902

WHAT IS AN APPRENTICE?

An apprentice is a worker who learns a skilled trade through planned, supervised on-the-job training and related classroom instruction. An apprentice is a regular part of the work force and earns wages while acquiring important skills for the trade. The length of an apprenticeship program ranges (depending on the trade) from two to five years. At completion of the program, an apprentice becomes a journeyman, fully qualified to perform the work of their trade and earn full pay for their skills.

HOW DO I PREPARE FOR APPRENTICESHIP?

For those interested in becoming a skilled journeyman, the importance of a well-rounded high school education cannot be over emphasized. A strong background in math, reading and science is helpful. Good attendance is a NECESSITY. It is very important that an apprentice in any trade have reliable transportation.

Today's competitive industry requires employees who can perform technical task, exercise good judgment and possess strong work ethics.

The Pre-Apprenticeship Program in Highway Construction is funded by the Federal Highway Administration and sponsored by Arizona Department of Transportation...

The Pre-Apprenticeship Program in Highway Construction is designed as a career exploration class and includes hands-on activities and field trips to jobsites and training sites (when available). These are intended to assist interested persons in selecting the construction craft best suited to them. The class also includes industry-based skill building and certifications, designed to help candidates find employment in the construction industry. Our goal is to ensure that you meet or exceed the minimum qualifications for entrance into a registered apprenticeship program.

Candidates include those who don't currently meet the minimum qualifications to enter into registered apprenticeship programs and/or those who are interested in construction but need additional information to help them find the craft best suited to them.

Included in the class are OSHA 10, CPR - Red Cross, and Flagging Certifications. Classes are held around the state at least ten times per year. Anyone interested in participating in a class should fill out an application. A syllabus of course content is also available. Both the application and the class syllabus can be seen at the website: www.azdot.gov

HOW DO I QUALIFY?

Must be at least 18 years of age - Must have a high school diploma or GED - Must have a valid Arizona driver's license

WHAT ARE THE PROGRAM SPECIFICS?

Length of program - 5 years On-the-job training & related classroom instruction with college credit - Excellent wages and benefits

WHAT DO I NEED TO APPLY?

Copy of high school diploma or GED - Birth certificate - Must take a reading and math test - Must take a drug test

WHERE DO I APPLY?

Applications are accepted every Thursday between 2:00 p.m. and 3:00 p.m. The reading and math test starts promptly at 3:00 p.m. A drug test is taken immediately following.

Arizona Pipe Trades Joint Apprenticeship Committee, 2950 W. Thomas Road, Phoenix, Arizona 85017

Phoenix (602) 269-8213 - Tucson (520) 662-0015

Click the link to visit the PIPE FITTING TRADES web site:

http://www.pipetrades.org

THE CADDIE OF ALL APPRENTICESHIP PROGRAMS FOR THE NEW FAINT OF HEART…

Electrical Lineman

A Journeyman **Lineman** earns an average wage of $30.14 per hour
The work of this craft is chiefly concerned with the erection of poles and towers, the stringing of overhead lines, the installation of underground systems, the installation and connection of sub-stations and all types of maintenance and modification of the above.
Practically all of the line work is performed out of doors and Linemen are exposed to all types of weather conditions and heights ranging from 40 feet to several hundred feet off of the ground. Linemen must be physically capable of climbing up and down metal towers, wood poles and other structures. They must handle heavy equipment and other materials while suspended from towers by using safety belt, and from wood poles while standing on climbers and suspended by safety belt.
This occupation requires a high degree of physical strength and endurance.
Due to the nature of the work, construction Linemen are expected to travel and live away from home for a portion of the time.

HOW DO I QUALIFY?

Must be at least 18 years old - Must have a high school diploma or GED - Physically fit for the trade

WHAT ARE THE PROGRAM SPECIFICS?

Length of program - 3.5 years - 7,000 hours of on-the-job training - Related classroom instruction - Medical and pension benefits - Wages start at 60% of current journeyman rate - Wage increases approximately every 1,000 hours of training.

WHAT DO I NEED TO APPLY?

Copy of high school diploma or GED - Proof of age - NO FEAR OF HEIGHTS.

WHERE DO I APPLY?

Southwestern Line Constructors Joint Apprenticeship and Training Program
3232 North 20th Street, Phoenix, Arizona 85016 (602) 264-1876 E-mail
swlcajatc@earthlink.net

HOW MUCH ARE MY COURSE MATERIALS AND HOW DO I PAY FOR THEM?

We are now accepting credit cards over the phone for COURS MATERIAL ONLY! We accept Discover card, Master Card, Visa, American Express and Diners Club International. Because of bank processing, we will send out books the day after the payment is received and they will still be sent out via UPS Ground.

If you still wish to send in a Money Order or Cashier's Check, you may do so and no additional fee will apply. **WE DO NOT ACCEPT PERSONAL CHECKS!**

Course Material Fees MO/Cashier's Check or Credit Card

1st Year Books	$462.96	$474.53
1st Year Card	$132.60	$135.92
2nd Year Books	$396.17	$406.07
2nd Year Card	$223.38	$228.96
3rd Year Books	$384.53	$394.14
3rd Year Card	$180.03	$184.53

HOW LONG DOES IT TAKE TO GET MY APPLICATION?

It typically takes an average of 5-10 business days for your application to be processed and mailed out to you via USPS.

WILL A CLASS A PERMIT WORK?

No, you must show us proof of a valid Class A CDL license to qualify for interview.

WILL MY COLLEGE TRANSCRIPTS QUALIFY ME?

No. Our program requirements state that we must have an official sealed (in an envelope from the school) transcript from your high school that shows your graduation date. We cannot use copies of diplomas either. Official high school transcripts only.

WHAT IF I DIDN'T GRADUATE HIGH SCHOOL?

If you did not graduate high school, but did earn your GED, you are responsible for providing us with official transcripts for the high school grades you did attend. You must also contact the institution that you did your GED testing (college, State Education office, etc.) and obtain a sealed copy of your testing results to deliver to this office. If you earned your GED in a state that no longer sends out official copies of GEDs, it is your responsibility to provide to our office the instructions necessary for us to get online and print out the test results at our office. **WE CANNOT ACCEPT RESULTS YOU'VE PRINTED OUT AT HOME AND MAILED IN. IT MUST BE DONE AT THIS OFFICE.**

HOW LONG DO I HAVE TO WAIT ONCE I MAIL MY APPLICATION BACK IN?

Again, there is a processing time which is a 5-10 business day average. Applications are processed in chronological order as the mail comes in, this process ensures applications and interviews are ordered properly and that any applications submitted after yours are not processed before yours.

HOW LONG BEFORE I WILL KNOW MY INTERVIEW DATE?

You will receive correspondence stating your application is complete and you are now waiting for interview. Interviews can happen within the next month and can take as long as 3 months depending on if there's a waiting list to interview in that area and if that area interviews regularly. Arizona, New Mexico, Oklahoma, Beaumont, Ft. Worth, and Houston interview monthly. Kansas interviews on an as needed basis.

I applied for multiple areas, but don't want to do as many as I originally stated.
If this the case, please handwrite which areas you do want to interview for and ensure your money order is the correct amount for the number of areas you desire to apply & interview with.

MY APPLICATION DOESN'T HAVE A NUMBER ON IT.

Your application probably does not have a number because you requested more than one area and this means it is necessary to leave the numbers blank so that copies can be made in our office and numbered thereafter. Please refer to the cover letter of your application.

WHAT DO I NEED TO BRING TO INTERVIEW?
Nothing. No tools. It is an oral interview and no demonstration is required.

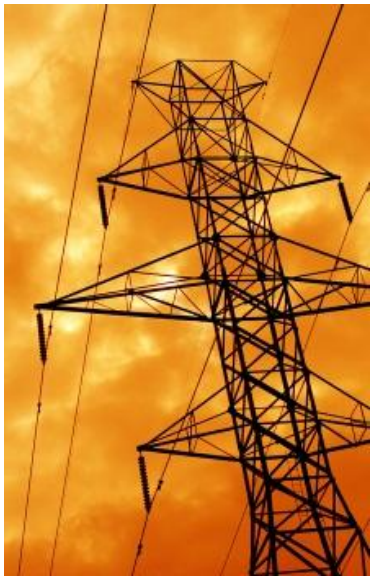
CAN I GET CREDIT FOR PREVIOUS WORK EXPERIENCE/LINE SCHOOL/PREVIOUS APPRENTICESHIP?
It is up to each individual subcommittee to determine whether they will grant credit to an individual.

Applicants are responsible for transporting themselves to each individual interview area for every area to which they applied

REQUIREMENTS

To meet minimum qualifications for apprenticeship, applicants must:

1. Complete the online application request form or the application request to submit by mail or fax.
2. Be a minimum of 18 years of age.
3. Completed application, and money order for your application fee. Checks will NOT be accepted. The fee is $25.00 per area. Since you are requesting to apply for (1) area, the total is $25.00.
4. An official sealed (unopened) copy of high school transcript showing all courses and grades attended (9th through 12th) along with graduation date. Unsealed transcripts even if official will not be accepted.
5. If not a high school graduate, an official sealed GED scores, in addition to the high school transcript for years attended. Scores need to be sealed from testing center otherwise they will not be accepted.
6. Official transcript of any vocational school or college courses is to be submitted.
7. If you are a veteran and wish to receive consideration for such training/experience, a copy of your military discharge (DD214) must be submitted.



8. Present evidence of having a "Class A" commercial driver's license (CDL) (a valid copy of your CDL).
9. Provide any other documentation or information such as letters of recommendation, personal merit citations, achievement awards, etc. that you would like the AJATC to consider.

10.Prior to being indentured, applicants selected from the pool of interviewed applicants will be required to provide results of a physical examination and drug test as determined by the AJATC.
*Birth certificate, social security card, driving record are not required and will not be kept on file as part of your submission. **Southwestern Line Constructors is not responsible for returning items submitted. ***Application fees are for processing, and are non-refundable.
The sky is the limit! Looking for a satisfying and rewarding career? Want good pay without years of schooling or a substantial financial investment? Southwestern Line Constructors can help you. Our program allows you to earn a high wage while gaining the experience and knowledge needed to succeed as a journeyman lineman.

PAINTER

This trade also includes drywall taping, wall covering and special decorative finishes. A Painter must have good manual dexterity, neat work habits and not be afraid of working at heights.
They must be able to read blueprints, finish schedules and do some common math.

HOW DO I QUALIFY?

Must be at least 18 years of age - Must have Arizona driver's license - Must have your own transportation

WHAT ARE THE PROGRAM SPECIFICS?

Length of program - 3 years - Related classroom instruction with college credit - Starting pay - 55% of current journeyman rate - Pay increase review every 1,000 hours on the job - Medical and pension benefits

WHAT DO I NEED TO APPLY?

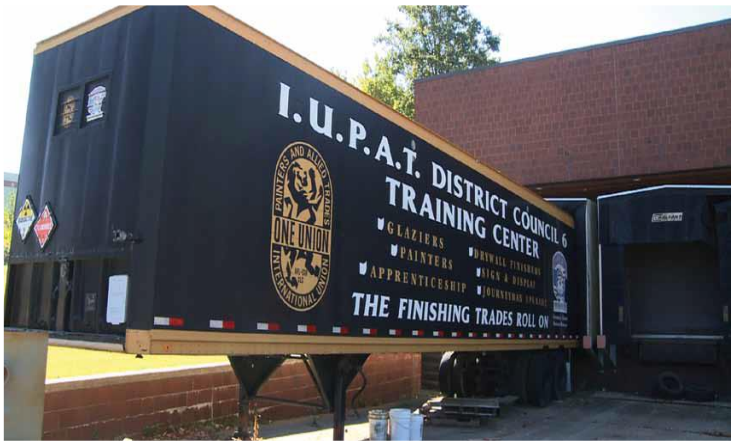
18 years of age with valid driver's license - Your own transportation

WHERE DO I APPLY?

Applications are accepted weekdays between 7:00 a.m. and 12:00 p.m.
PHOENIX PAINTERS & DECORATORS JOINT APPRENTICESHIP & TRAINING COMMITTEE, 210 N. 24th Street, Phoenix, Arizona 85034
(620) 244-0768 E-mail paintersap@AOL.com
CONTACT: PATRICIO MELIVILU

We are the International Union of Painters and Allied Trades, or IUPAT. We represent men and women in the United States and Canada who work in what are called the Finishing Trades - commercial and industrial painting, drywall finishing, floor covering, glazing, convention display and signs.

When you are a part of a union, what you do for a living is more than just a job - it's a career! As a union member you receive training, benefits and a pension.



There's also an opportunity to earn a college degree in one of our programs as well.

The best part is that you have a job while we train you so you earn while you learn!

CLICK ON THE CRAFTS MENTIONED BELOW TO LEARN MORE ABOUT THE CAREERS WE OFFER.

http://www.iupat.org/pages/start-a-career/commercial-industrial-painting
http://www.iupat.org/pages/start-a-career/drywall-finishing
http://www.iupat.org/pages/start-a-career/floor-covering
http://www.iupat.org/pages/start-a-career/glazing
http://www.iupat.org/pages/start-a-career/convention-display-signs

When you're ready to join, fill out this form and someone from your area will contact you to begin your training and your new career!

http://www.iupat.org/pages/start-a-career/join-the-IUPAT

Local, state-of-the-art training facilities are a primary factor in the IUPAT's ability to provide training that is truly second to none. IUPAT Joint Apprenticeship and Training committees (JATC), local labor-management industry collaborations, provide the means to maintain and operate these facilities, while the Finishing Trades Institute proudly and expertly works to put in place the certified and accredited curriculum taught by each program's top-flight instructors within each facility.

JOB CORPS TRAINING PROGRAMS

PAINTING TRAINING PROGRAM

Everywhere you look you can see the work done by painters. Paint serves two important purposes, to beautify surfaces, and to protect surfaces from exposure to weather and corrosive elements.

The Painting and Decorating trade offers challenging and satisfying careers for motivated men and women. Union craft workers earn high wages, have good opportunities for advancement and are assured of a secure future.
Employment opportunities in this industry range from high-end decorating and wall covering applications to commercial work such as shopping malls, hotels and office buildings as well as industrial jobs on nuclear power plants, refineries and bridges. The constant development of new materials, high tech application techniques and increased safety and environmental concerns make the painting trade a challenging and rewarding career.
GLAZING TRAINING PROGRAM
Look around you at all of the new buildings under construction featuring glass and mirrors.
Glaziers work with various forms of glass, including flat window glass; insulated, laminated, tempered, reflective and wire embedded glass; mirrors and pre-assembled glass panels. Plastic and other glass substitutes are also used. Glaziers select, cut, install and fit these materials for use in window and door frames, bathtub and shower enclosures, glass partitions, skylights and store

FLOOR COVERING TRAINING PROGRAM

IUPAT Job Corps Floor Covering students learn the basic skills necessary to install all types of floor covering.
The Floor Covering installer works with many different types of materials such as vinyl tile, rubber sheet goods and rubber tile. They must have the skill to do preparatory work required for the finished floor covering installation. When required, they install an underlayment such as wood chipboard, backboard or felt paper prior to the installation of the floor covering material. The Floor Coverer also cuts and fits all materials to wall edges, openings and projections as well as installing metal trim and rubber top set base.
Along with these skills, corps members are taught safe work habits, work ethics and the importance of a job well done.

SIGN, DISPLAY AND BILLBOARD TRAINING

The IUPAT Sign, Display, and Billboard Programs are equipped with computer technology and teach the latest techniques of the industry. This program prepares talented and motivated Job Corps participants for exciting and challenging careers as sign painters, silk screeners, display builders and installers, billboard painters and sign fabricators and erectors.

JOB CORPS DIRECT REFERRAL PROGRAM

The IUPAT Job Corps Direct Referral Program allows our District Councils, Local Unions or Joint Apprenticeship and Training Committees (JATCs) to refer individuals for entry into one of the Union's 61 Job Corps Pre-Apprenticeship Training Programs.

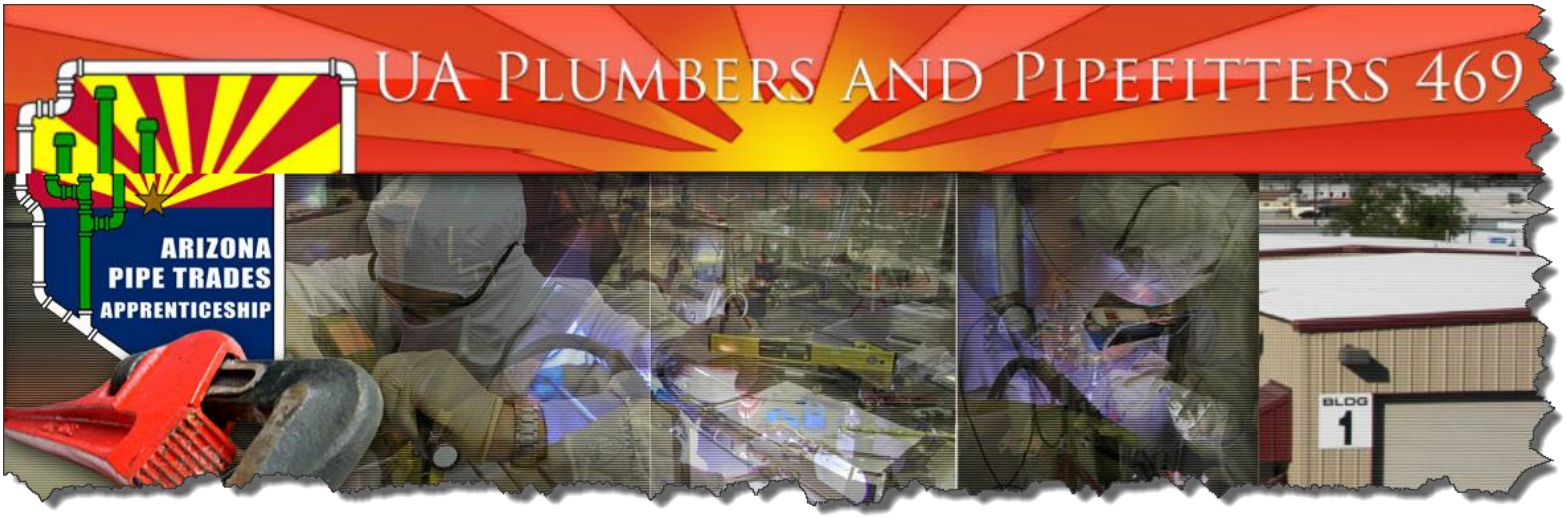
Young men and women who are not presently qualified for entry into an apprenticeship program but who have a sincere interest in the trade can be referred for immediate entry into an IUPAT Job Corps Training Program.

While in Job Corps they will receive approximately 1000 hours of hands on training in basic skills of their chosen trade. They will also have the opportunity to earn a high school diploma or G.E.D. and get a driver's license if they do not already have one.

Upon completing the Job Corps training, which takes approximately one year depending on education level when entering the program, they will be referred back to the District Council, Local Union or JATC fully qualified for entry into the Apprenticeship Program.

PAINTING SCHOLARSHIPS:

http://www.iupat.org/pages/about/more-about-us/scholarships



UA Local 469 Plumbers and Pipefitters was chartered in 1910, two-years before the state of Arizona became the 48th state. For over 95 years we've been protecting the health of our nation through our Plumbing, Pipefitting and HVAC Service work.

Our contractors employ the members of local 469 in many construction Industries. We work in the Heavy Industrial, Commercial and Residential Sectors. We also specialize in HVAC Service throughout the Central Northern Arizona region, where cooling systems are vital to the economy.

Our members are required to graduate from the UA Internationals certified and accredited Joint Apprenticeship Training Program which produces the best Journeymen in the industry.

This 5-year apprenticeship program which requires an apprentice to have over 10,000 hours of on-the-job training as well as over 1,200 hours of classroom education from certified instructors means that you have the most qualified workforce at your disposal.

Our workforce takes pride in partnering with our signatory contractors to deliver sophisticated piping systems to the end user which are so important to the infrastructure of our community.

We do it right the first time, so when Medical Providers in Central and Northern Arizona build new or expand existing facilities, they call on the skilled members of Local 469. The complicated medical gas installations are a vital piece of life saving equipment, along with equally important commodities such as steam systems, potable water systems, and comfort piping systems. These systems are necessary to support the facilities which ensure public safety and saves lives.

There are numerous examples of our participation in developing our communities.

WE HAVE EXPERIENCE AND ARE CURRENTLY WORK IN MANY AREAS SUCH AS:

Airports, both expansion and renovation

- Bio Research Labs - Chemical - Processing Plants - Dams – Educational Institutions, both Public and Private Food and Beverage Processing Facilities Hotels - Military Installations - Paper Mills - Power Plants - Processing Facilities - Residential Homes and Developments

Resort Destinations - Semiconductor Plants - Strip Malls - Sports Facilities and Arenas - Water and Waste Treatment Facilities

Local 469 is extremely proud to be a productive member of the Arizona business community. Since its inception, we've taken an active role and will continue to play an ever bigger role as Phoenix continues to grow into one of the best places in the United States to Work, Live, and Play!

State-of-the-art training is the key to producing highly-skilled craftsmen – the kind of specialists that are in demand in today's challenging work environment.

Top-notch training in the Plumbing, Pipefitting, and HVAC-Refrigeration trades is more than just education, information and classroom sessions. Its real-world, hands-on experience, too. And that is exactly what you get when you apply for training through the Arizona Pipe Trades Apprenticeship Training Center.

Our center is recognized throughout the region for its numerous innovative training and development programs. In fact, the Pipe Trades Apprenticeship Training Center is the place to receive superior training in the pipe trades.

We enjoy a reputation as the training resource for careers in the Plumbing, Pipefitting, and HVAC-Refrigeration industries. You will enjoy that reputation as well. Our apprenticeship program is designed to thoroughly train you for an occupation as a pipe trades journeyperson.

Reap the Benefits

Once you enroll in our program, you begin receiving excellent benefits that include healthcare coverage, pension benefits and a 401k.

Training That's Unique

The Arizona Pipe Fitting Trades Apprenticeship Training Center is recognized throughout the United States for its innovative, one-on-one training program -- a program designed to train you as a pipe trades professional. The basic piping trades we offer are: plumbing, pipefitting and heating, ventilation and air conditioning and refrigeration (HVAC/R).

It's Not the Same Trade Anymore

Times have changed. People thought of plumbers and pipefitters as being bent under a sink with bad teeth and sloppy mannerisms. However, today, the pipe trades are made up of highly educated and certified craftsperson that help design

and construct the complex systems and "nerve centers" that run business and commerce across Arizona. Now it's your chance to become a leader in the pipe trades industry, make a great paycheck and accumulate the benefits that will serve you well through life.

Learn From the Best

As an apprentice at the Arizona Pipe Fitting Trades Apprenticeship Training Center, you become registered with the State of Arizona. All of our courses are college-accredited with tuition assistance geared toward an Associate in Applied Sciences Degree (AAS). We're proud to graduate some of the most highly educated professionals in the trades. On our website you will find information that you need to know including:

- Class Schedules
- Forms
- Application materials and tutorials
- Wage and benefit information

In order to attend, you must be legally permitted to work in the United States and at least 18 years old. Recently discharged veterans have access to our center through the Helmets to Hardhats program.

What You'll Discover

Along with classroom instruction, we have hands-on, online and virtual training.

Our programs are accredited through Gateway Community College, several Arizona junior colleges and educational institutions and a number of prestigious organizations.

Degree

- Applied science and math (Associate of Applied Science or AAS)

Certificate of Completion from Washtenaw Community College, Gateway Community College and the State of Arizona

- Plumbing
- Pipefitting
- HVAC/Refrigeration

Certifications

- Solder and brazing
- Welding

Rick Wieting - Training Director

2950 W. Thomas Road.
Phoenix, AZ 85017

Phone: (602) 269-8213 **Fax:** (602) 269-1525

- Instrumentation
- Backflow testing
- Computer-aided drafting
- Medical gas
- OSHA 10 & 30 and SSTA safety
- CFC
- STAR in plumbing, pipefitting & HVAC/refrigeration

How to Apply

To Be Eligible to Apply:

•Applicant must be at least 18 years of age.
•Applicant must have a high school diploma or GED
•Applicant must have a photo I.D and a social security card or I-9 documents.
•Applicant must have reliable transportation to and from jobsites.
•All Applicants must first take an Entrance Examination at Gateway Community College or another local Community College.
Every local Community College uses the ASSET, COMPASS, or ACCUPLACER exams for reading and math. The chart below shows which tests are required for each type of exam. In addition, you will be required to take a Feet and Inch test.
At Gateway Community College, you will take this when you take the other tests. For all others, you will need to come into the Arizona Pipe Trades Apprenticeship to take the Feet and Inch test. Check with your local Community College to find out which exam type they use.

Math Test Portion

EXAM TYPE	TEST REQUIRED	ACCEPTABLE POINT RANGE
Compass	Pre-Algebra	50 - 100
Asset	Number Skills	39 - 55
Accuplacer	Arithmetic	60 - 119

Reading Test Portion

EXAM TYPE	TEST REQUIRED
Compass	Reading Skills
Asset	Reading Skills
Accuplacer	Reading Skills

You can only take the test twice the first year and once every year thereafter.
If you are taking this exam at Gateway Community College you may acquire this form by clicking on the link below and printing the referral form or by picking one up at either of the following locations:

ENTRANCE EXAMINATION REFERRAL FORM

GATEWAY COMMUNITY COLLEGE

Integrated Education Building

108 N. 40th Street Room: IE1214, Phoenix, AZ 85034 (40th Street & Washington)

ARIZONA PIPE TRADES

2950 W. Thomas Road Phoenix, AZ 85017

Once you have taken the test at Gateway Community College, the testing center sends this referral form back to us. If you tested at another local Community College you will need to mail the test results to the Arizona Pipe Trades Apprenticeship (address above). Applicants with acceptable scores will be placed on the list with the highest score placing first on the list. According to your waiting list number, you will be notified when to come in and fill out your application for work.

As needed, applicants from the applicant waiting list will be dispatched to contractors' signatory with U.A. Local 469. When an applicant is called off the list to start work, they must bring in the following documents:

Social Security card or I-9 documents and a picture I.D. Veteran's should bring in a copy of the form DD-214.

Applicants will be referred for a drug test in order to be dispatched to work. If the applicant does not show up for the drug test on the day specified or does not pass the drug test, they will be removed from the list and cannot reapply for one year from that date.

Once the Applicant is dispatched to work, he/she will be required to meet the following minimum requirements in order to be notified of eligibility for placement on the Apprenticeship waiting list.

•The applicant must have performed a minimum of 500 hours on-the-job training under the jurisdiction of the Joint Apprenticeship Committee's Restricted Pool without quitting, being fired, and/or receiving a not-eligible-for-rehire termination.

Anything other than a layoff or reduction in force would be considered a bad termination.

•When the applicant brings in proof of 500 hours worked, a contractor evaluation must be submitted to the J.A.C.

Applicants meeting the above minimum requirements will be assigned a number ranking, and placed on the apprenticeship waiting list. The number ranking will be comprised of the contractor evaluation; scores from the trade related feet and inch test, and the Asset or Compass or Accuplacer reading and math tests.

Applicants will be placed on the list according to ranking. Selection into the apprenticeship program is reviewed several times per year by the Joint Apprenticeship Committee. Once accepted, you will start attending classes at the Training Center and work towards your completion of the five-year apprenticeship program.

Applicants Waiting List Selection Process

Selection into the Apprenticeship will start with the highest ranking on the apprenticeship waiting list and will work down accordingly *(see exception below).

All applicants will be kept on the apprenticeship waiting list for a period of two years from the time of application and will be included in all subsequent selection procedures for that period.

If the applicant has not been indentured into the apprenticeship program at the end of two years, he or she must renew the application at the Apprenticeship Office to remain eligible for selection.

If the apprenticeship office is unable to contact eligible applicant within a 24-hour time frame, the applicant's name will be bypassed and the next eligible applicant will be notified.

If unable to contact eligible applicant a second time the applicant's name will be removed from the list. If an applicant turns down an apprenticeship opportunity, his/her name will be placed at the bottom of the list.

The second time an apprenticeship opportunity is refused; the applicant will be removed from the list. It is the applicant's responsibility to keep the Apprenticeship Office informed of any changes in address and/or phone number. If an applicant cannot be located by address and/or phone, or if the applicant indicates he or she is no longer interested in the program, the applicant's name will be removed from the apprenticeship waiting list and the applicant's application placed in the inactive file. Turning down an apprenticeship opportunity could also be considered as not being interested in the program.

*Exception: Applicants who apply for the pipefitter-refrigeration trade will be dispatched to a refrigeration call before applicants who apply for the plumber or steamfitter trades.

Per the Phoenix Area PIPE Trades Agreement of July 2005:

Effective January 1, 2006, a contractor may require as a condition of dispatch a Building Trades Journeyman or Apprentice to provide a specified set of American made hand tools with an accepted value not to exceed $400.

The dispatched individual will be compensated an additional $.20 per hour over and above the applicable rate of pay.

The employer shall furnish a secure lock up area. Tools lost as a result of fire, flood, or theft involving forcible entry shall be replaced by the employer with comparable tools per the referenced list.

TOOLS PRICE LIST

QUANTITY	DESCRIPTION OF ITEM	COST
1	TOOL BOX OR CANVAS BAG (18")	$ 70.00
2	14" PIPE WRENCH	$ 46.00
1	12" ADJUSTABLE WRENCH	$ 21.00
1	8" ADJUSTABLE WRENCH	$ 12.00
1	#15 TUBE CUTTER	$ 25.00
1	#20 TUBE CUTTER	$ 49.00
1	PENCIL REAMER	$ 10.00
1	SIDE CUTTING PLIERS	$ 20.00
1	6 IN 1 SCREW DRIVER	$ 14.00
1	TORPEDO LEVEL	$ 13.00
1	25' TAPE MEASURE	$ 20.00
1	20 OZ STRAIGHT CLAW HAMMER or BALL PEEN	$ 20.00
1	STRIKER	$ 4.00
1	ALLEN WRENCH SET (8 KEY SET)	$ 8.00
1	CHALK BOX W/PLUMB BOB	$ 7.00
1	440 CHANNEL LOCK	$ 14.50
1	420 CHANNEL LOCK	$ 13.00
1	3/8 RATCHET DRIVE W/9 SOCKETS	$ 20.00
1	PAIR OF TIN SNIPS	$ 16.00
	TOTAL	$ 402.50

CRAFTSMAN OR EQUAL

THE HIDDEN COST OF GETTING STARTED

As you can see that the days of going down to the union hall and passing an 8th grade math test (not necessary on the first wack) and showing up to work in your trust, broken in jeans, boots and your uncle's old hard hat are just faded memories.

The cost to join this opportunity has gone through the roof and you have to have a rich relative or another job just to raise the money to be a player.

They counter the argument that this is no longer the 1970's and you should be expected to invest in your own future. OK! We will given them that! But, still, you has this kind of cash laying around the house.

Our question is why doesn't the union eat this coast to get you on the union bench? It is to their benefit that you hook into a union card and they should be willing to offset the cost.

The $400+ bucks is only for tools. Throw in a pair of steel-toe boats, a hard hat, work pants and gas cards to get to the work sites before you get a paycheck is gonna raise that cost up an additional couple of hundred.
Then throw into the mix the cost of registering (read closely as this is all non-refundable…Sorry Charle) and we could be talking up to a grand of greenback dollars to get you to the starting point. Then when you look at the entrance test and you would think that they are going to be training you for NASA instea of a polumbing job.
I come from a long line of uncles and a few aunts who made a good living in the trades and to a person, none of them could pass the test that you are expected to pass. The whole process smacks as being way too elitist and unneccessary as any of your family in the trade will tell you, modern piping is not that far off from what the Ancient Romans used and abused back in their day.
When we look at the hoops that the apprentice expects you to jump through, we start to see why we have 160,000 shortfall in new workers entering nto the trades. This is just plain crazy!

Pipe Trades - Wages and Benefits

The current wage scale for Apprentices is listed below. Benefits include health, welfare and pension programs. An Applicant (pre-apprentice) starts out at $12.98 per hour plus health insurance. Raises are given yearly after successfully passing each class and receiving an approved on the job evaluation.

Apprentice Wage

Rate Period	Wages Effective 7/1/2012
1st Year	$16.22/hr + Benefits
2nd Year	$17.30/hr + Benefits
3rd Year	$18.39/hr + Benefits
4th Year	$20.55/hr + Benefits
5th Year	$22.71/hr + Benefits

Your benefits are employer paid. They include dental, vision, and health insurance for you and your family. The employer also contributes to a defined pension plan and a defined contribution pension plan for every hour you work. In addition the employer also pays benefits for the apprenticeship fund, an I.T.F. fund and a P.I.P.E. fund. Below is a list of the benefit package for Apprentices.

Apprentice Fringe Benefit Package	Effective From 7/1/2012
Health and Welfare	$3.60/hr
Defined Benefit Pension	$2.50/hr

Defined Contribution Pension	$0.75/hr
Apprenticeship	$0.50/hr
I.T.F	$0.10/hr
P.I.P.E	$0.10/hr

Total Package $7.55/hr

•The wage rate for Commercial Journeyman is $33.00/hr plus benefits.

•The wage rate for Industrial Journeyman is $39.00/hr plus benefits.

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ACCUPLACER Sample Questions for Students

SENTENCE SKILLS

In an ACCUPLACER placement test, there are 20 SENTENCE SKILLS QUESTIONS OF TWO TYPES.

• The first type is sentence correction questions that require an understanding of sentence structure. These questions ask you to choose the most appropriate word or phrase for the underlined portion of the sentence.

• The second type is construction shift questions.

These questions ask that a sentence be rewritten according to the criteria shown while maintaining essentially the same meaning as the original sentence.

Within these two primary categories, the questions are also classified according to the skills being tested.

Some questions deal with the logic of the sentence, others with whether or not the answer is a complete sentence, and still others with the relationship between coordination and subordination.

SENTENCE SKILLS SAMPLE QUESTIONS

Directions for questions 1–12

Select the best version of the underlined part of the sentence. The first choice is the same as the original sentence. If you think the original sentence is best, choose the first answer.

1. Stamp collecting being a hobby that is sometimes used in the schools to teach economics and social studies.

A. being a hobby that is

B. is a hobby because it is

C. which is a hobby

D. is a hobby

2. Knocked sideways, the statue looked as if it would fall.

A. Knocked sideways, the statue looked

B. The statue was knocked sideways, looked

C. The statue looked knocked sideways

D. The statue, looking knocked sideways,

3. To walk, biking, and driving are Pat's favorite ways of getting around.

A. To walk, biking, and driving

B. Walking, biking, and driving

C. To walk, biking, and to drive

D. To walk, to bike, and also driving

4. When you cross the street in the middle of the block, this is an example of jaywalking.

A. When you cross the street in the middle of the block, this

B. You cross the street in the middle of the block, this

C. Crossing the street in the middle of the block

D. The fact that you cross the street in the middle of the block

5. Walking by the corner the other day, a child, I noticed, was watching for the light to change.
A. a child, I noticed, was watching
B. I noticed a child watching
C. a child was watching, I noticed,
D. there was, I noticed, a child watching
6. Going back to his old school, everything there looked smaller than Don remembered.
A. Going back to his old school,
B. When he went back to his old school,
C. To go back to his old school,
D. As he went back to his old school,
7. Painting, drawing and to sculpt are some of the techniques artists such as Picasso used to express themselves.
A. Painting, drawing and to sculpt
B. To paint, to draw, and sculpting
C. Painting, drawing and sculpting
D. To paint, draw, and sculpting
8. Playing sports in school which is an activity meant to teach teamwork and leadership skills students can use later in life.
A. which is an activity
B. is an activity because it is
C. being an activity which is
D. is an activity
9. Glancing at his watch, Daniel picked up his speed.
A. Glancing at his watch
B. He glanced at his watch and
C. To glance at his watch
D. Since he glanced at his watch
10. For a snake, shedding their skin up to eight times a year is part of a natural process.
A. For a snake, shedding their skin
B. A snake's shedding its skin
C. When a snake sheds its skin
D. To shed its skin, for snakes
11. To appear white or colorless, light is actually composed of an entire spectrum of colors.
A. To appear white or colorless,
B. In appearing white or colorless,
C. As it appears white or colorless,
D. While it appears white or colorless,
12. I was surprised by the noise peering through the window to see who was at the door.
A. I was surprised by the noise peering
B. I was surprised by the noise, peered
C. The noise surprised me, peering
D. Surprised by the noise, I peered
DIRECTIONS FOR QUESTIONS 13–25
Rewrite the sentence in your head following the directions given below. Keep in mind that your new sentence should be well written and should have essentially the same meaning as the original sentence.
13. It is easy to carry solid objects without spilling them, but the same cannot be said of liquids. Rewrite, beginning with Unlike liquids, The next words will be
A. it is easy to
B. we can easily
C. solid objects can easily be
D. solid objects are easy to be
14. Although the sandpiper is easily frightened by noise and light, it will bravely resist any force that threatens its nest. Rewrite, beginning with The sandpiper is easily frightened by noise and light,
The next words will be
A. but it will bravely resist
B. nevertheless bravely resisting
C. and it will bravely resist
D. even if bravely resisting
15. If he had enough strength, Todd would move the boulder. Rewrite, beginning with Todd cannot move the boulder. The next words will be
A. when lacking
B. because he
C. although there
D. without enough
16. The band began to play, and then the real party started. Rewrite, beginning with The real party started The next words will be

A. after the band began
B. and the band began
C. although the band began
D. the band beginning

17. Chris heard no unusual noises when he listened in the park. Rewrite, beginning with Listening in the park, The next words will be
A. no unusual noises could be heard
B. then Chris heard no unusual noises
C. and hearing no unusual noises
D. Chris heard no unusual noises

18. It is unusual to see owls during the daytime, since they are nocturnal animals. Rewrite, beginning with Being nocturnal animals, The next words will be
A. it is unusual to see owls
B. owls are not usually seen
C. owls during the daytime are
D. it is during the daytime that

19. While bear attacks on humans are extremely rare, most occur when a mother bear's cubs are approached. Rewrite, beginning with Bear attacks on humans are extremely rare, The next words will be
A. but approaching a mother bear's cubs
B. and approaching a mother bear's cubs
C. even though approaching a mother bear's cubs
D. nevertheless approaching a mother bear's cubs

20. If I want your opinion, I will ask for it. Rewrite, beginning with I won't ask for your opinion The next words will be
A. if I want it
B. when I want it
C. although I want it
D. unless I want it

21. It began to rain, and everyone at the picnic ran to the trees to take shelter. Rewrite, beginning with Everyone at the picnic ran to take shelter, The next words will be
A. beginning to rain
B. when it began to rain
C. although it began to rain
D. and it began to rain

22. Lucy saw an amazing sight when she witnessed her first sunrise. Rewrite, beginning with Witnessing her first sunrise, The next words will be
A. an amazing sight was seen
B. when Lucy saw an amazing sight
C. Lucy saw an amazing sight
D. seeing an amazing sight

23. After three hours of walking the museum, the entire family felt in need of a rest. Rewrite, beginning with The entire family felt in need of a rest, The next words will be
A. walking through the museum for three hours
B. having walked through the museum for three hours.
C. and they walked through the museum for three hours
D. despite having walked through the museum for three
hours.

24. Bats see extremely well in the dark; in fact, much better than humans. Rewrite, beginning with Unlike bats, The next words will be
A. humans can see
B. humans do not see
C. it is not easy to see
D. seeing is difficult

25. The big celebration meal was over, and everyone began to feel sleepy. Rewrite, beginning with Everyone began to feel sleepy, The next words will be
A. and the big celebration meal
B. before the big celebration meal
C. after the big celebration meal
D. although the big celebration meal

READING COMPREHENSION

In an ACCUPLACER placement test, there are 20 questions of two primary types in Reading Comprehension.

• The first type of question consists of a reading passage followed by a question based on the text.
Both short and long passages are provided. The reading passages can also be classified according to the kind of information processing required, including explicit statements related to the main idea, explicit statements related to a secondary idea, application, and inference.
• The second type of question, sentence relationships, presents two sentences followed by a question about the relationship between these two sentences. The question may ask, for example, if the statement in the second sentence supports that in the first, if it contradicts it, or if it repeats the same information.

READING COMPREHENSION

Sample Questions

Read the statement or passage and then choose the best answer to the question. Answer the question based on what is stated or implied in the statement or passage.

1. In the words of Thomas DeQuincey, "It is notorious that the memory strengthens as you lay burdens upon it." If, like most people, you have trouble recalling the names of those you have just met, try this: The next time you are introduced, plan to remember the names. Say to yourself, "I'll listen carefully; I'll repeat each person's name to be sure I've got it, and I will remember." You'll discover how effective this technique is and probably recall those names for the rest of your life.
The main idea of the paragraph maintains that the memory
A. always operates at peak efficiency.
B. breaks down under great strain.
C. improves if it is used often.
D. becomes unreliable if it tires.

2. Unemployment was the overriding fact of life when Franklin D. Roosevelt became president of the United States on March 4, 1933. An anomaly of the time was that the government did not systematically collect statistics of joblessness; actually it did not start doing so until 1940. The Bureau of Labor Statistics later estimated that 12,830,000 persons were out of work in 1933, about one-fourth of a civilian labor force of more than 51 million.
Roosevelt signed the Federal Emergency Relief Act on May 12, 1933. The president selected Harry L. Hopkins, who headed the New York relief program, to run FERA. A gifted administrator, Hopkins quickly put the program into high gear. He gathered a small staff in Washington and brought the state relief organizations into the FERA system. While the agency tried to provide all the necessities, food came first. City dwellers usually got an allowance for fuel, and rent for one month was provided in case of eviction. This passage is primarily about
A. unemployment in the 1930s.
B. the effect of unemployment on United States families.
C. President Franklin D. Roosevelt's presidency.
D. President Roosevelt's FERA program.

3. It is said that a smile is universally understood. And nothing triggers a smile more universally than a taste of sugar. Nearly everyone loves sugar. Infant studies indicate that humans are born with an innate love of sweets. Based on statistics, a lot of people in Great Britain must be smiling because on average, every man, woman, and child in that country consumes 95 pounds of sugar each year. From this passage it seems safe to conclude that the English
A. do not know that too much sugar is unhealthy.
B. eat desserts at every meal.
C. are fonder of sweets than most people.

D. have more cavities than any other people.

4. With varying success, many women around the world today struggle for equal rights. Historically, women have achieved greater equality with men during periods of social adversity. The following factors initiated the greatest number of improvements for women: violent revolution, world war, and the rigors of pioneering in an undeveloped land. In all three cases, the essential element that improved the status of women was a shortage of men, which required women to perform many of society's vital tasks.
We can conclude from the information in this passage that

A. women today are highly successful in winning equal rights.
B. only pioneer women have been considered equal to men.
C. historically, women have only achieved equality through force.
D. historically, the principle of equality alone has not been enough to secure women equal rights.

5. In 1848, Charles Burton of New York City made the first baby carriage, but people strongly objected to the vehicles because they said the carriage operators hit too many pedestrians. Still convinced that he had a good idea, Burton opened a factory in England. He obtained orders for the baby carriages from Queen Isabella II of Spain, Queen Victoria of England, and the Pasha of Egypt. The United States had to wait another 10 years before it got a carriage factory, and only 75 carriages were sold in the first year. Even after the success of baby carriages in England,

A. Charles Burton was a poor man.
B. Americans were still reluctant to buy baby carriages.
C. Americans purchased thousands of baby carriages.
D. the United States bought more carriages than any other country.

6. All water molecules form six-sided structures as they freeze and become snow crystals. The shape of the crystal is determined by temperature, vapor, and wind conditions in the upper atmosphere. Snow crystals are always symmetrical because these conditions affect all six sides simultaneously. The purpose of the passage is to present

A. a personal observation.
B. a solution to a problem.
C. actual information.
D. opposing scientific theories.

7. In the words of Thomas DeQuincey, "It is notorious that the memory strengthens as you lay burdens upon it." If, like most people, you have trouble recalling the names of those you have just met, try this: The next time you are introduced, plan to remember the names. Say to yourself, "I'll listen carefully; I'll repeat each person's name to be sure I have it, and I will remember." You'll discover how effective this technique is and probably recall those names for the rest of your life. The writer believes people remember names best when they

a. meet new people
b. are intelligent
c. decide to do so
d. are interested in people

8. Many people have owned, or have heard of, traditional "piggy banks," coin banks shaped like pigs. A logical theory about how this tradition started might be that because pigs often symbolize greed, the object is to "fatten" one's piggy bank with as much money as possible. However, while this idea makes sense, it is not the correct origin of the term. The genesis of the piggy bank is the old

English word "pygg", which was a common kind of clay hundreds of years ago in England. People used pots and jars made out of this red "pygg" clay for many different purposes in their homes. Sometimes they kept their money in one of the pots, and this was known as a pygg bank. Over the years, because "pygg" and "pig" sounded the same, glaziers began making novelty banks out of pottery in the shape of a pig as a kind of joke. These banks were given as gifts and exported to countries where people spoke other languages and where no one had ever heard of pygg clay. The tradition caught on all over the world, and today piggy banks come in all colors and are made of all kinds of materials, including plastic. This passage is mainly about

A. how people in different countries save their money
B. how people in England made pottery centuries ago
C. how a common expression began in a surprising way
D. how an unusual custom got started

9. It is said that a smile is universally understood. And nothing triggers a smile more universally that the taste of sugar. Nearly everyone loves sugar. Infant studies indicate that humans are born with an innate love of sweets. Based on statistics, a lot of people in Great Britain must be smiling because on average, every man, woman and child in that country consumes 95 pounds of sugar each year. This passage implies that the writer thinks that 95 pounds of sugar per person per year is

A. a surprisingly large amount
B. a surprisingly small amount
C. about what one would expect
D. an unhealthy amount

10. The wheel has been used by humans since nearly the beginning of civilization and is considered one of the most important mechanical inventions of all time. Most primitive technologies since the invention of the wheel have been based on its principles, and since the industrial revolution, the wheel has been a basic element of nearly every machine constructed by humankind. No one knows the exact time and place of the invention of the wheel, but its beginnings can be seen across many ancient civilizations. According to this passage, the wheel is an important invention because

a. it is one of the world's oldest inventions
b. it forms the basis of so many later inventions
c. it is an invention that can be traced to many cultures
d. it is one the world's most famous inventions

WritePlacer

This test measures your ability to write effectively, which is critical to academic success. Your writing sample will be scored on the basis of how effectively it communicates a whole message to the readers for the stated purpose. Your score will be based on your ability to express, organize and support your opinions and ideas, not the position you take on the essay topic. The following five characteristics of writing will be considered:

• Focus — The clarity with which you maintain your main idea or point of view
• Organization — The clarity with which you structure your response and present a logical sequence of ideas • Development and Support — The extent to which you elaborate on your ideas and the extent to which you present supporting details
• Sentence Structure — The effectiveness of your sentence structure
• Mechanical Conventions — The extent to

which your writing is free of errors in usage and mechanics

WRITEPLACER SAMPLE TOPIC

Prepare a multiple-paragraph writing sample of about 300–600 words on the topic below. You should use the time available to plan, write, review and edit what you have written.

Read the assignment carefully before you begin to write.

Some schools require each student to participate in an organized school sport chosen by the student. People at these schools argue that athletics is an important part of the educational experience and that there should be a rule requiring participation. Others argue that students should be free to decide whether or not they wish to participate in organized school sports. Write an essay for a classroom instructor in which you take a position on whether participation in organized school athletics should be required. Be sure to defend your position with logical arguments and appropriate examples. Your essay must be 300–600 words in length.

Arithmetic

This test measures your ability to perform basic arithmetic operations and to solve problems that involve fundamental arithmetic concepts. There are 17 questions on the Arithmetic tests, divided into three types.

• Operations with whole numbers and fractions:

Topics included in this category are addition, subtraction, multiplication, division, recognizing equivalent fractions and mixed numbers, and estimating.

• Operations with decimals and percents:

Topics include addition, subtraction, multiplication, and division with decimals. Percent problems, recognition of decimals, fraction and percent equivalencies, and problems involving estimation are also given.

• Applications and problem solving: Topics include rate, percent and measurement problems; simple geometry problems; and distribution of a quantity into its fractional parts.

ARITHMETIC SAMPLE QUESTIONS

For each of the questions below, choose the best answer from the four choices given. You may use the paper you received as scratch paper.

1. 2.75 + .003 + .158 =

A. 4.36
B. 2.911
C. 0.436
D. 2.938

2. 7.86 × 4.6 =

A. 36.156
B. 36.216
C. 351.56
D. 361.56

3. 7 20 =

A. 0.035
B. 0.858
C. 0.35
D. 3.5

4. Which of the following is the least?

A. 0.105
B. 0.501
C. 0.015
D. 0.15

5. All of the following are ways to write 25 percent of N EXCEPT

A. 0.25 N
B. 25N 100
C. 14N
D. 25 N

6. Which of the following is closest to 27.8 × 9.6?

A. 280
B. 300
C. 2,800
D. 3,000

7. A soccer team played 160 games and won 65 percent of them. How many games did it win?
A. 94
B. 104
C. 114
D. 124
8. Three people who work full-time are to work together on a project, but their total time on the project is to be equivalent to that of only one person working full-time. If one of the people is budgeted for one-half of his time to the project and a second person for one-third of her time, what part of the third worker's time should be budgeted to this project?
A. 13
B. 35
C. 16
D. 18
9. 32 is 40 percent of what number?
A. 12.8
B. 128
C. 80
D. 800
10. 313 – 225 =
A. 112
B. 115
C. 1415
D. 1 115
11. 21 42 2 3 + =
A. 616
B. 656
C. 716
D. 7 56
12. What is 1,34599 rounded to the nearest integer?
A. 12
B. 13
C. 14
D. 15
13. Three of four numbers have a sum of 22. If the average of the four numbers is 8, what is the fourth number?
A. 4
B. 6
C. 8
D. 10
14. 46.2 × 10-2 =
A. 0.0462
B. 0.462
C. 4.62
D. 462
15. If 3 1 ,2 4 ÷ = n then n is between
A. 1 and 3
B. 3 and 5
C. 5 and 7
D. 7 and 9
16. What is 12% of 120?
A. 10
B. 14.4
C. 18.4
D. 28.8
17. A box in a college bookstore contains books, and each book in the box is a history book, an English book or a science book. If one-third of these books are history books and one-sixth are English books, what fraction of the books are science books?
A. 13
B. 12
C. 23
D. 34
18. The measures of two angles of a triangle are 35° and 45°. What is the measure of the third angle of the triangle?
A. 95°
B. 100°
C. 105°
D. 110°
19. Erica bought 312 yards of fabric. If she uses 23 of the fabric to make a curtain, how much will she have left?
A. 16 yd.
B. 13 yd.
C. 116 yd.
D. 213 yd.
20. Jen wants to tile the floor of her kitchen. The floor is rectangular and measures 12 feet by 8 feet. If it costs $2.50 per square foot for the materials, what is the total cost of the materials for tiling the kitchen floor?

A. $160
B. $200
C. $220
D. $240

Elementary Algebra

A total of 12 questions of three types are administered in this test.

- The first type involves operations with integers and rational numbers, and includes computation with integers and negative rationals, the use of absolute values, and ordering.
- The second type involves operations with algebraic expressions using evaluation of simple formulas and expressions, and adding and subtracting monomials and polynomials. Questions involve multiplying and dividing monomials and polynomials, the evaluation of positive rational roots and exponents, simplifying algebraic fractions, and factoring.
- The third type of question involves translating written phrases into algebraic expressions and solving equations, inequalities, word problems, linear equations and inequalities, quadratic equations (by factoring), and verbal problems presented in an algebraic context.

Elementary Algebra

SAMPLE QUESTIONS

For each of the questions below, choose the best answer from the four choices given. You may use the paper you received as scratch paper.

1. If A represents the number of apples purchased at 15 cents each, and B represents the number of bananas purchased at 10 cents each, which of the following represents the total value of the purchases in cents?
A. A + B
B. 25(A + B)
C. 10A + 15B
D. 15A + 10B

2. √ 2 × √ 15 = ?
A. 17
B. 30
C. √ 30
D. √ 17

3. What is the value of the expression 2x2 + 3xy – 4y2 when x = 2 and y = - 4?
A. -80
B. 80
C. -32
D. 32

4. In the figure below, both circles have the same center, and the radius of the larger circle is R. If the radius of the smaller circle is 3 units less than R, which of the following represents the area of the shaded region?
A. πR2
B. π(R – 3)2
C. πR2 – π × 32
D. πR2 – π(R - 3)2

5. (3x – 2y)2 =
A. 9x2 – 4y2
B. 9x2 + 4y2
C. 9x2 + 4y2 – 6xy
D. 9x2 + 4y2 – 12xy

ACCUPLACER SAMPLE QUESTIONS ANSWERS
SENTENCE SKILLS
1 D
2 A
3 B
4 C
5 B
6 B
7 C

8 D
9 A
10 B
11 D
12 D
13 C
14 A
15 B
16 A
17 D

18 B
19 A
20 D
21 B
22 C
23 B
24 B
25 C

READING COMPREHENSION
1 C
2 D
3 C
4 D
5 B
6 C
7 C
8 C

2 D
3 C
4 D
5 B
6 C
7 C
8 C
9 A
10 B
11 C

12 C
13 B
14 A
15 D
16 A
17 D
18 A
19 A
20 C
21 B

ARITHMETIC
1 B
2 A
3 C
4 C
5 D
6 A
7 B
8 C
9 C
10 C

11 C
12 C
13 D
14 B
15 C
16 B
17 B
18 B
19 C
20 D

ELEMENTARY ALGEBRA
1 D
2 C
3 A
4 D
5 D

Official Mobile Study App

http://itunes.apple.com/us/app/official-accuplacer-study/id479626721?ls=1&mt=8

This app will familiarize you with the tests' basic content. You can use the app's interactive sample questions in Arithmetic, Elementary Algebra, College-Level Math, Reading Comprehension, and Sentence Skills to refresh your knowledge and skills.

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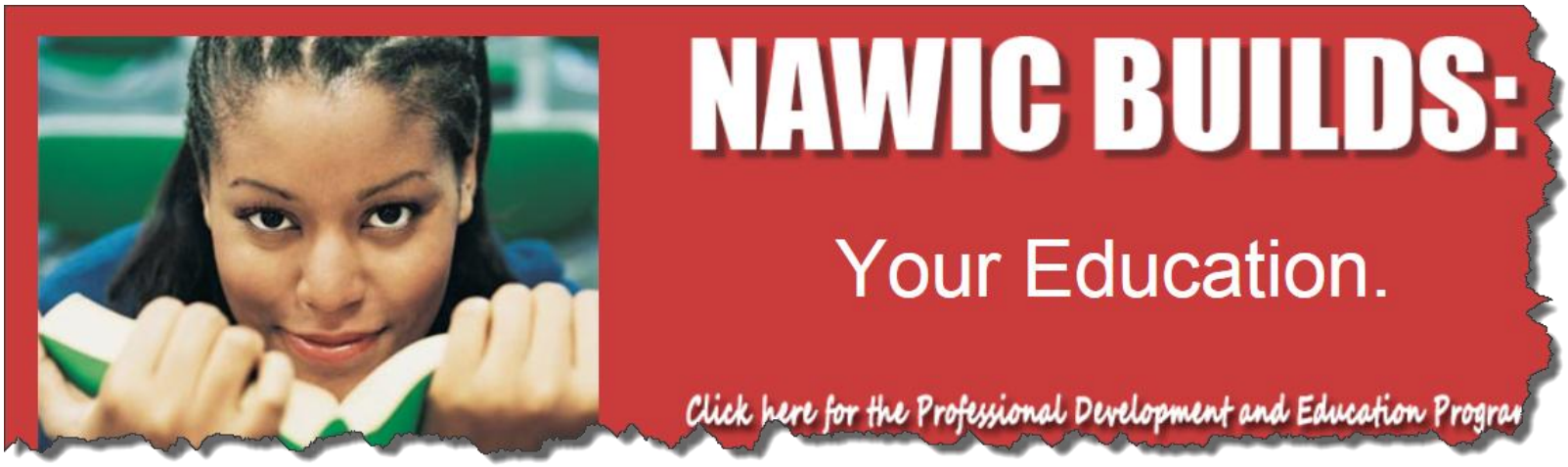
WARNING: Note: You may only take the entrance exams twice the first year and once every year thereafter.



GREATEST UNTAPPED POOL OF QUALIFIED WORKERS MAY BE WOMEN

BY KATHERINE WIGGANS AND NINETTE TURAY-LEWIS

Throughout time, women have come to the rescue when work needs to get done and men are scarce, usually due to military conflicts. The most noteworthy examples in recent history occurred during World War I and World War II. The wartime draft created a major labor shortage across many industries in the United States and abroad. To fill the gap, women were called upon to perform jobs that were traditionally held by men, such as construction work.

This was a considerable paradigm shift, as before this time, women generally did not work outside the home, especially if they were married. World War II in particular was a pivotal time for women, as it required them to fill the 16 million open positions left by men drafted in the war.

These new opportunities were essentially an unintended consequence of these wars, but the long-standing impact showed that women could thrive in their new roles.

Although certainly less dramatic, the United States is staring at a similar labor problem today as it did during both world wars. According to the Employment Policy Foundation (EPF), a systemic labor shortage is expected as the gap between

baby boomers and entrants of college-educated workers widens due to the boomers' mass retirements.

If the U.S. economy continues to grow at three percent per year—the economy's consistent average since 1948—the workforce will have to increase by 58 million employees over the next three decades if the same rate of productivity is maintained. Yet, according to the Employment Policy Foundation if the current population trend continues, the number of workers will only increase by 23 million.

This trend would create an overall U.S. labor shortage of 35 million workers. The Bureau of Labor Statistics (BLS) reports that participation rates of working-age men have actually fallen from 87 percent to 75 percent over the past 50 years. During the same period, the participation rates of working-age women have increased from 32 percent to more than 60 percent.

Robert Szafran wrote in "Age-Adjusted Labor Force Participation Rates, 1960-2014," Monthly Labor Review that by 2015, the projected participation rates for men and women are expected to be equal. The bottom line is that businesses must transform recruitment and hiring programs in order to attract more working-age women to meet their workforce needs.

Construction is perhaps one of the most hard-hit industries in terms of meeting its labor needs. Faced with this issue, construction companies today are investing a greater amount of time and energy in developing their candidate pipelines.

This includes such efforts as lobbying for immigration reform, recruiting veterans, partnering with local governments, supporting high school-level construction skills academies, and even mentoring future craft workers.

Although most of these efforts should eventually pay off in the long term, they lack the immediacy of action that appears to be necessary to address the current situation. As history repeats itself, the biggest untapped pool of qualified workers may be women.

One specific example of a company looking to women to fulfill its labor needs is Masco Contractor Services (MCS). Since MCS is a rapidly growing company, specializing in installing insulation, fireplaces, gutters, garage doors, and other residential products, it is facing a tight labor market.

In 2013, MCS hired more than 3,000 installed products specialists across its 180 divisions. Robert Buck, CEO of MCS said, "Our most important initiative in 2014 is addressing the labor shortage that all construction companies are dealing with

right now. We're attacking the problem from several angles, but bringing more women into our workforce is one of the ways we can be successful."

How is MCS attracting more women to apply for installed products specialist positions? Heather Burks, Director of Talent Acquisition is implementing a comprehensive plan to get women through the door. "We start by designing our job ads to appeal to women, focusing on our competitive salaries and benefit offerings, like tuition reimbursement, a company match retirement program, paid training, paid vacations and holidays, and flexible work hours," said Burks. "We also know that safety is top of mind for women considering a job in the construction industry, so we make sure to highlight our safety culture. Aside from the job ad itself, we train our managers to create an environment that's truly welcoming to diversity, and stress the importance of employee development."

MCS has made measurable progress in appealing to female candidates. One example is the recent hiring of Nicole Heil in New Smyrna Beach, Fla., who joined the company as an Installed Products Specialist. "When I found out about the job, I became interested to learn more about installing insulation," said Heil. "When I went to the division, I applied using their kiosk, and was interviewed right away. I had a great interview with the production manager, John Ferris, so was hired pretty quickly.

On the job, I mainly install batt insulation. It took me a few weeks to get up to speed, but now I make very good money. The work itself is physically demanding, but if you're motivated, you can do very well regardless if you're a man or a woman."

Danny Allen, MCS Division Manager in Monroe, North Carolina, speaks proudly of the female installed products specialists that he's hired in the past. He said, "Coincidentally, many of the female installers I've hired came to me from a NAWIC connection. I even have a plaque on my wall from NAWIC!

Anyhow, they mostly install after paint products, which includes shower mirrors, shower doors, and bath accessories. I tend to assign them more to the products that require a lot of skill to install and that are more visible to the customer. It has to be pleasing to the eye and done correctly. They need to be meticulous and take the time to do it right.

I also find that the women I've hired are more customer-friendly; they're readily accessible to the customer and take the time to answer their questions. They're very customer oriented."

Ultimately, there is no one single answer to the labor shortage challenge in the construction industry. Bridging the gap will undoubtedly require a combination of long-term solutions like immigration reform, training programs, internships, etc. and immediate fixes like broadening the labor pool to include a greater percentage of women. Irrespective of the timeline, the common theme amongst all the solutions is a need for awareness.

The construction industry is back in a big way, and the rewards and opportunities are there for anyone who is looking for a great career.

START A FUTURE BY WORKING HARD WHILE YOU LEARN!

Construction is one of the few industries where you can start at ground level and work your way to the top. It's one of the few where you get paid as you learn a skill, and where you can get a good job just about anywhere you go. Most apprentices start out at 65% of what the journey level person makes. Every six months as your pass your skill tests, you get a raise. At the end of apprentice, you are making about 85% of the journey level person. Pass your journey level tests and you are golden.

What kind of money are we talking about? That depends upon your employer and the nature of their work. In the local market, if your employer does not have Federal Contracts then you could make $8-12/HR. as an Electrician's Helper to $18-24/HR. (depending upon your expertize such as HVAC). If your employer does have Federal Contracts, we have what is called Prevailing Wage (what the government says that the person should be paid) and that raises those wages from $8-12/HR. to $16-18/HR. as an Electrician's Helper. Not Bad? The real kicker is that many of the local contractors have Federal Projects.

THIS IS FOR ONLY THE YOUNG OR FOR MEN…WRONG!

This is not true. In fact, there is no such thing as a man's job. There are jobs that are better suited for the young and foolish (those don't know that they shouldn't lift that 100 lb. beam by themselves…with age, you know better).

So heavy-duty, physical labor work such as framing might not be the best career to learn if you are over 20-years-old. While there are many other trades (like an electrician) where it is more about hand-eye coordination than physical labor and would be a job that you can do until you are 80-years-old or until you can no longer see or use your hand.

Women are in very high demand because many of the local contractors do have Federal Contracts and those contracts require X Number of women on the worksite. Do you know what most of these contractors don't have? You are right. Women are golden and have a much easier time getting into these programs and getting those Prevailing Waged jobs that we talked about.

Apprenticeship is a proven industry-based learning system that combines on-the-job experience with technical training to provide a certified journey person.

Like any other professional career, apprenticeship training can be demanding as well as highly rewarding. With motivation, hard work and a willingness to meet the requirements for the successful completion of the program, both the apprentice and the employer can share in the benefits of this training.

Finding the right job can be tough, and the options can be confusing. But what if there were an option that enabled you to earn while you learn? An option that gave you qualifications that could lead to a lifelong career in the construction industry?

There is a career option that offers all of these advantages. It's called the Arizona Builders' Alliance (ABA) Apprenticeship Program and it could be exactly what you have been looking for.

The Arizona Builders' Alliance provides formal apprenticeship training in the electrical, carpentry, sheet metal, pipe fitting & plumbing trades that are registered with the United States Department of Labor's Bureau of Apprenticeship and Training and the State of Arizona Apprenticeship Services. In the ABA Program *you earn while you learn.*

When you begin your apprenticeship, the starting wage is generally about 50% of the journeyman rate and increases about every six months as you satisfactorily progress in the program. Near the end of training, an apprentice is performing as a skilled craft worker and is earning about 95% of the journeyman wage. As you

continue in your career, your rate of pay increases with your knowledge and abilities.
Upon successful completion, apprentices are recognized at the journey-level in their trade and are awarded their Journeyman certificates. Many people who complete their apprenticeships move up after a time as journeymen into supervisory positions in the field. In addition, some go on to become managers or even business owners. In other words once your training is complete how far you can go is limited only by your own interest, motivation, and ability.
To receive more info about apprenticeship training with ABA, in the Phoenix area contact the **ABA AGC** at 602.274.8222
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There are over 400 apprenticeship programs not just building trades az approved apprenticeship mprogram resources

There are over 400 apprenticeship programs that are recognized by the AZ Department of Education. There are many more private industry programs that call themselves apprenticeship programs but, unless they are on the AZDE Approved list you may be wasting four years.
What most people don't know is that many of the programs are not involved in building trades.
For almost every trade there is an apprenticeship program. Here is where you can go to get INTEL, information and it might be worth a trip down to visit with them – as the last time we were down there, they reminded us of the Maytag Repairman…

GateWay Community College

Registered Apprenticeship training at GateWay gives you the opportunity to "earn while you learn." In partnership with trade organizations, our program is a combination of classroom training (college credit courses) and paid on- the-job training, lasting 2 - 5 years.

After successful completion of a program, students will receive their Journeyman card and become eligible for a Certificate of Completion leading to an Associate of Applied Science (AAS) Degree.
Start your career path in the construction workforce and help build the nation's infrastructure for future generations.

Anna Lopez

Director, Apprenticeship Programs
gwc.apprenticeships@gatewaycc.edu
Phone: (602) 286-8676
Room: AF212
http://www.gatewaycc.edu/apprenticeship
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Apprenticeship Program List

For more information, please Freddie Campbell or call 602-771-1238.
http://old.azcommerce.com/Workforce/Apprenticeships/
NOTE: Seems that there is a switch of the Apprenticeship Programs from the AZ Dept of Commerce to AZDES (where it use to be)and those contacts are:
Arizona Apprenticeship Office
Arizona Department of Economic Security
P.O Box 6123 - Site Code: 920Z
Phoenix, AZ 85007 - 602-542-2491 FAX LINE
Willie Higgins, Apprenticeship Program
Lead Coordinator
602-542-5641 - WHiggins@AZDES.Gov
Freddie Campbell, Apprenticeship Program
Coordinator
602-364-0976 - ACampbell@AZDES.Gov
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Freddie Campbell
Acting Apprenticeship Manager,
Arizona Commerce Authority, Apprenticeship Office
1789 West Jefferson Street, P.O Box 6123 Phoenix, AZ 85007
Phone: 602-542-2483 - Fax: 602-542-2491 - E-Mail: ACampbell@AZDES.Gov

The Registered Apprenticeship system has been utilized to meet the needs of America's skilled workforce for over 75 years. It is a unique, flexible training system that combines job related technical instruction with structured on-the-job learning experiences. Registered Apprenticeship is a leader in preparing American workers to compete in a global 21st Century economy because the system keeps pace with advancing technologies and innovations in training and human resource development.

The Registered Apprenticeship system provides the opportunity for workers seeking high-skilled, high- paying jobs and for employers seeking to build a qualified workforce. In this regard, the Registered Apprenticeship system effectively meets the needs of both employers and workers.

Registered Apprenticeship is highly active in traditional industries such as construction and manufacturing, but it is also instrumental in the training and development of emerging industries such as healthcare, energy, and homeland security.

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PLEASE CALL ASAP 602-437-3355

MUST have RECENT CONSTRUCTION experience with verifiable work history - **MUST PASS** a background check and drug screen - MUST be reliable and punctual. YOU CAN COME BY OUR OFFICE M-F 9am-2pm: **CONTRACTORS & BUILDERS**, 2113 S. 48TH ST, STE 108, TEMPE, AZ 85282

WOMEN ARE IN HIGH DEMAND FOR THE BUILDING TRADES

Most of the largest contractors and builders have Federal Contracts that require that a percentage of the workforce be female. Do you know what these contractors don’t have? YA! They don’t have women on the worksite which could cost them their contract. Woman are golden applicants and (even without much experience) command good salaries and job security. Yes, you are a token but, it got you in the door!

YOU CAN COME BY OUR OFFICE M-F 9am-2pm: **CONTRACTORS & BUILDERS**, 2113 S. 48TH ST, STE 108, TEMPE, AZ 85282

CARLY'S BISTRO - 128 EAST ROOSEVELT ST.

Looking for Server & Line Cook

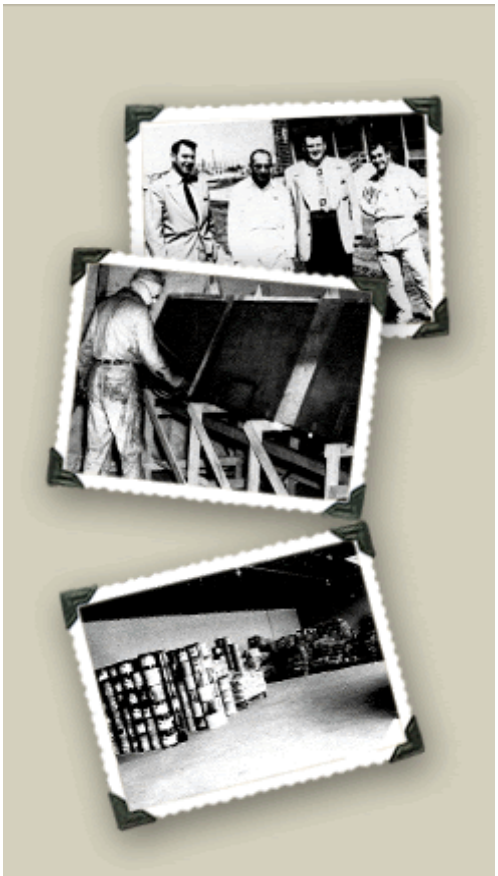
Must have experience and a valid food handler's card. Please bring your resume into 128 E. Roosevelt St (NW corner of 2nd St. and Roosevelt in downtown Phx) and leave it for Gabriel or Nubia…

NOTE: Sorry to all you semi-pro cooks but, just as well because they are looking for the perfect cook and it would not seem that they will be offering a complementing wage for this skill. Cool Wall Mural but, high prices for its location.

MENU: http://www.carlysbistro.com/menu/appetizers

CONSUMER REVIEWS: http://www.yelp.com/biz/carlys-bistro-phoenix?osq=CARLY%27S+BISTRO+-+128+EAST+ROOSEVELT+ST.

UPDATE: Hipsters love the place and it gets good reviews for the food…read these reviews and then take a trip down to do a recon and see if the hipsters are correct…If they are, strike up a conversation…



PETE KING CONSTRUCTION CO.

FRAMERS ASK FOR WALT 602-818-9130
HANGERS ASK FOR MIKE 602-818-9144

PETE KING CONSTRUCTION IS HIRING METAL STUD FRAMERS AND DRYWALL HANGERS - EXPERIENCE REQUIRED.
COMPETITIVE WAGES WITH BENEFITS AFTER 90 DAYS.

APPLY IN PERSON AT
PETE KING'S OFFICE
MONDAY - FRIDAY 5:30 - 6:30 AM
11040 N 19TH AVENUE, PHOENIX.

HERE IS PETE KING'S SIDE OF THE STORY!
http://petekingaz.com/learn-the-truth-about-pkc.php
"Read the real truth behind the comments and allegations being made by the Carpenters Union local 1506"

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At the heart of Pete King Construction Company is a strong foundation based on more than 60 years of hard work, integrity, and employee loyalty. Dedication to these founding principles has provided a strong core for our company to build around for three generations now. Since the 1940's as Pete King & Son, we have worked tirelessly to provide professional quality subcontracting in each of the markets that we have worked…

General Labor Positions Open!

Work for us and we will WORK for you! WORK Construction Staffing & More takes pride in our employees and our business relationships with our customers. We aim to provide quality employees to quality employers, while providing impeccable customer service to both parties.

Call (602) 888-4888 for more information, or to schedule interview. OR **WE ACCEPT WALK-IN APPLICANTS** between 10AM and 2PM, Tues-Thurs at 2105 South 48th Street, Suite 107, Tempe, Arizona 85282.

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NOW HIRING FOR TEMPE LOCATION!

http://www.daveandbusters.com/careers/Launch.aspx

2000 E Rio Salado Pkwy, Tempe, AZ 85281 –

Phone 480-281-8456

Store Hours: Sun:11:00am-Midnight Mon-Thurs:11:30am-Midnight Fri:11:30am-1:00am Sat:11:00am-1:00am

NOW HIRING FOR TEMPE LOCATION!

http://www.daveandbusters.com/careers/Launch.aspx

2000 E Rio Salado Pkwy, Tempe, AZ 85281 – Phone 480-281-8456

☐	Captain	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Cocktail	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Deposits	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Dishwasher	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Front Desk/Host	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Laundry	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Line Cook	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Maintenance	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Maintenance Supervisor	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Receiver	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Senior Games Technician	Store	Hourly	Tempe, AZ	Tempe Full Time
☐	Server	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Service Support	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Special Events Assistant	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Support Technician	Store	Hourly	Tempe, AZ	Tempe Part Time
☐	Winner's Circle	Store	Hourly	Tempe, AZ	Tempe Part Time

Dave & Buster's employs an elite group of men and women who are considered to be among the very best in the hospitality industry. Since our Team Members are the key to the continued success of our Company, we know that every job is essential.

http://youtu.be/tq38lTq2Wlk

THIS VIDEO IS IMPORTANT!

HOW I GOT MY JOB @ DAVE & BUSTER'S

Server Interview - I applied online and the process took 2 weeks

Interview Details – I was contacted about 1week after initially submitting my application. When I arrived for my interview I arrived early and ready to impress. I had to wait about an hour after my scheduled interview time to even be seen by a manager.

No big deal they were dealing with a couple different pre-booked parties.

The manager interviewing me did offer to buy lunch which a nice gesture on his part. When I was finally able to be interviewed the interview itself took only about 10 minutes. It was a very quick:

- Why do you want to work here?
- Do you have any serving experience?
- Have you ever been fired and why?
- Explain a time when you have exceptional customer service.
- How would you handle an irate guest?

I didn't have any prior experience except for coffee shops soon was sure they would tell me to start as a hostess just like every other restaurant has, but he seemed to like me. At the end of the interview he mentioned that he had a few more interviews that week and that if they decided to move forward, the hiring manager would call me by the end of the week.

Little did I know the manager that interviewed me was going on vacation that weekend and didn't have time to let the hiring manager know how he thought they should proceed?

I called the hiring manager about 5 times trying to get an answer and he was either not there or I was on hold for what felt like forever and when he tried calling me I

was at work and couldn't answer. Finally our schedules collided and we were able to talk.
He let me know that they had decided to go forth with the hiring process and that orientation was that following Monday.

ORIENTATION WAS A BIT OF A WASTE OF TIME.

You show up take a tour of the building, sign some paperwork and set up direct deposit and then you go home. The whole thing lasted about 2 hours.
After that you have a week of training that's lasts about 8 hours a day. Half of the time you are in a room learning the menu, the other half of the time you are on the floor shadowing someone learning how they want you to serve. At the end of the week you take your validation test where the managers watch you wait on a table and grade your performance. If you pass you are put on the schedule for the next available work week and have the option of picking up shift within that current week.

Interview Question – The most difficult question was the one asking if I had ever gotten fired from a job and why. It was only difficult because no one a finally wants to admit that they got fired for fear of being turned away because of it. I also felt that the questions regarding customer service were difficult because there are certain jobs that require you to go above and beyond for everyone so it's hard to pick just one instance. Also I feel that most workplaces require that you immediately grab a manager when a customer becomes irate so it's difficult to explain how you deal with irate customers when you don't actually deal with them.

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Front Desk/Host Interview - I applied online

Interview Details – The interviewing process was quite bizarre. I was taken into a room with music blasting and told to sit. There were three managers sitting across from me and I was told I would interview in a "speed dating" type manor. I was given 5 minutes to talk to the first person before they yelled switch and i was told to move to the next. They asked basic questions about how I would react in certain situations and what is important in a customer service type industry. On the way out I was given candy and a D&B sticker. After that was over I was told to meet the GM where he asked me questions about availability and salary before offering me the job. I know from working there for 9 months that this isn't the norm, but was done this way because we were opening a new store.

Generally they would interview people in booths in the dining room after making them wait 20-30 minutes after their interview time.

ALL YOU NEED TO SO BE ENERGETIC AND SMILE AND YOU'LL BE FINE.

Interview Question – The questions were all pretty easy.

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Midway Technician Interview - I applied online and the process took 4 days

Interview Details – I sent in my application and received a call to come in for the interview. First it was a 1 on 1 interview and then the manager brought another manager over basically to help approve of hiring, with a couple more questions. Pretty general questions such as where do I think I'll be in 5 years.

Interview Question –

- What's the difference between a customer and a guest?

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Special Event Consultant Interview - I applied through a recruiter

Interview Details – Albeit it detailed, and the expected multiple steps, it was intentional, enjoyable and thought provoking.

Interview Question –

- As someone new to my market, what companies would I target to host an event at the venue?

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Server Interview - I applied online and the process took 1 week

Interview Details – I applied online and then received an e-mail about 3 days later from the manager saying to come to Dave and Busters in person for interviews that he was holding. I came and talked to the manager; he kind of just reviewed my job application with me, mostly just asked me about my previous job experience and then told me I was hired. He kept in contact with me via e-mail to set up dates that I would come in for training**. Easiest job to get ever**.

Interview Question – None were difficult, he was just reviewing my job application with me.

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Deposits Interview - I applied online and the process took 1 week - NOT HIRED!

Interview Details – I went to the D&B website, applied/submitted my resume, and was required to fill out a lengthy personality test. Within a day or two, I received an invitation to a D&B hiring fair at a hotel since the location was applying for was not open yet (I was able to request a time that worked for me). The "interviews" were conducted similarly to what I imagine awful speed dating would be like. I met with an administrator and two managers (who were responsible for areas of the restaurant other than what I was applying for) for a few minutes each. They all asked very similar questions about my previous work experience and the biggest challenges I've overcome before running out of time to speak with me because a gong had rung (not kidding! The gong was so ridiculous and unprofessional, even for a place that supposedly values a fun working environment). After meeting with the first three employees, I was taken to an area to meet with a more senior manager. She came off as friendly, but seemed concerned about my fit for the job I applied for, saying I was too personable to be locked up in a back room with deposits. She asked if I would like to be considered for a front-of-house position. She added that being considered for more than one position would give me a better chance of being hired. I told her I would be equally interested in both positions.

I am a perceptive person and I left feeling I had interviewed well (despite the distracting setting and redundant questions). But to my surprise -- and within 20 MINUTES of leaving the interview! - I received a standard form email from D&B saying they did not have any positions to fit my skill set.

In truth, I probably wasn't the best fit for this job...maybe I wasn't peppy enough, maybe they sensed my annoyance at their gong, maybe I was simply overqualified and they knew it. But COME ON! I don't think it would have killed them to reject me a few days later, to at least give the impression that they considered my application for more than 5 seconds.

And if you think I'm a bad fit, don't feed me BS about how I'm so great I need to be in the front of the house interacting with guests...why lead me on if they clearly knew it wasn't going to work out? That's just common human decency.

Interview Question –

- What was your best mistake?

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Busser/Runner Interview - I applied through an employee referral and the process took a day

Interview Details – Got an interview with the general manager. He didn't show up. Another assistant manager interviewed me. Didn't really ask me anything. Just asked my availability and told me to come in the following Monday.

Interview Question – Didn't ask questions.

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Server Interview - I applied online and the process took 2 weeks

Interview Details – Initial online application, then you'll be contacted for an interview. Mine was fast and only consisted of silly stock questions like my most daring moment etc. Some people get strung along for 2-3 interviews which usually means management is either messing with you or forgot what day your scheduled to come in. All people hired on track as a server gets put on a bussers and runners for how long depend on experience. You go through a 4 day class and when they think you're ready you follow and coach as a server. Then you must pass validation in order to be put on the floor. Some people like me were serving in a week; some have been lingering as service support for months to no avail.

Negotiation Details – It's serving g food you get tipped employee minimum.

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STUDY THE MENU & KNOW THE SPECIALS IF YOU WANT THEM TO TAKE YOU SERIOUS! http://www.daveandbusters.com/Menu/

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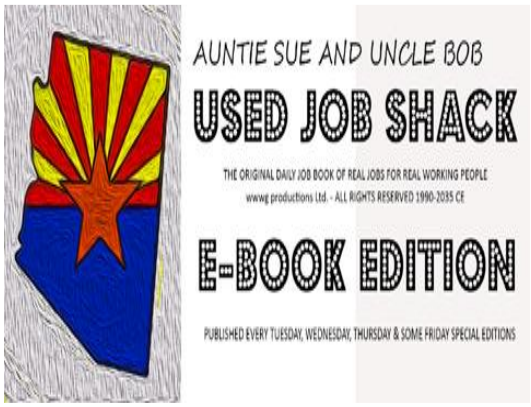

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YOU HAVE NOTHING TO LOSE EXCEPT UNEMPLOYMENT!